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THREEPENCE

CONFERENCE REFLECTIONS

NALGO's second war-time Conference proved less exciting than was expected—much less exciting, in fact, than that of last year. The issues that seemed likely to arouse feeling as well as argument were disposed of with much less of either than was thought possible. Once these were out of the way—and it so happened that they arose early in the agenda—the remainder of the proceedings showed little of the restless exploratory mood which marked the 1942 gathering. Not that Conference was apathetic or indifferent to the questions before it; on the contrary, it attended to its business most diligently, and, on the whole, in a business-like temper, assisted by chairmanship which exhibited the like qualities, coupled with tact and courtesy of the highest order.

Delegates deserve high praise for such a performance in the difficult conditions in which they attended and continued in session. Travel and sustenance must have proved even more difficult for them than last year; and on this occasion the seating and ventilation in the Conference hall caused them real discomfort. Whether the acoustic properties of the hall need have added annoyance to discomfort to the extent that they appeared to do seemed to us open to doubt. We thought the hall well within the compass of most speakers, had Conference allowed them (and when necessary, encouraged them) to make the necessary effort of lung rather than rely upon a loud-speaker equipment which had showed temperamental failings from the outset. We agree with the comment passed by "The Observer" on similar difficulties at the Labour Party Conference the same week-end: "A badly-used 'mike' is the curse of most public meetings to-day, and in most cases there is no need for a mike at all if people will use their natural voices as of old. It is just gadget for gadget's sake, as needlessly imposed on the meeting room as the crooners have imposed it on the music-halls."

Satisfaction with the N.E.C.

OF last year's Conference we wrote that "it was rather less the National Council's than for some time past." Of this year's, we must say that it was rather more the National Council's than ever before. The moods it showed, the courses it took, its manifest unwillingness to pursue the exploratory tendencies which prevailed last year, are only to be explained in terms of a deepened sense of satisfaction with the work of the N.E.C. This sense of satisfaction was drawn from more than the Council's performance on the platform—though this reached a high standard. It was drawn mostly from the record of its year's work which the N.E.C. had put forward in the Annual Report. It is always a major portion of the task of Conference to review the Annual Report, and it was noticeable this year that Conference found little to criticise in it either for sins of omission or sins of commission.

The Report, in fact, showed that the Council had "delivered the goods" in solid gains for the service and for the Association, on a remarkable scale. This hard test, of which the N.E.C. has so often been reminded from the floor, certainly did not find it wanting this year. In no previous year of the Association's history, we consider, have "the goods" been delivered

in dozens of delegates this year, and it was, no doubt, the sense of satisfaction at what had been achieved, and the recognition that the Council's policies had come to a stage of rich fructification, that accounted in large degree for the decision of Conference not to act at once on the ballot for affiliation to the T.U.C., but to refer it to the branches and districts, so that its import and the implications of the voting in it might be studied without haste and without excitement.

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Owing to the length of the Conference report, many regular features including the Roll of Honour, "Readers' Forum," "At Random," and much current NALGO news have been crowded out this month. All will reappear in the September journal. (As announced last month, "Local Government Service" will not be published in August.)

on so impressive a scale. The victory in the Bolton case; the subsequent victories in arbitration; the progress made in the difficult negotiations for the re-constituted National Whitley Council, with all that this may mean in added scope and power for the policy of Whitleyism; the Association's work on the Rushcliffe Committee, and the tangible results already achieved through its recommendations; the strengthening of the service conditions organisation; the immense public relations value derived from the reports of the Reconstruction Committee, the Committee on Hospital and Public Health policy, the Committee on Public Schools, and the Memorandum on Social Services put forward to the Beveridge Committee; the steps being taken to implement a policy of equal pay for equal work as between men and women—all these, which constitute only the signal features in an immense field of effort and achievement, taken together with a successful year for the ancillaries, and the marked stability and soundness of ancillary finances after four years of war, constitute a range of successful and energetic work which no other organisation of the kind could equal.

The Council is entitled to say that it is now reaping where it has sown. The past year's work was the harvest—though not the final harvest—of policies for which it has been preparing the ground for some years past. Growth was slow at the outset in some parts of the field, and the Council was subjected to advice and criticism which cast many a doubt on its course of husbandry. These considerations, too, were surely not absent from the

A "Breathing Space"

INDEED, we are sure that Mr. Riley had accurately divined these feelings in the minds of the delegates when he addressed to them the arguments he did in the forceful speech which turned Conference to support of the North Western amendment, after a long line of speeches calling for immediate action on the result of the ballot. We say this in full acknowledgement of the argument used by many speakers that the narrowness of a majority is in itself no reason why the majority should not prevail. Mr. Riley's plea was, in effect, a plea that Conference should show its capacity to "judge the moment" in relation to the issue, as well as satisfy itself of the full implications of the ballot. With present policies fructifying, and with the prospect of another year's solid and perhaps even greater advance—a prospect dependent still, however, on unity in our ranks, on stability in our relations with the local authorities in face of their own new relation to our policy of Whitleyism, and on the Council's freedom to pursue its work undistracted by internal strife and unembarrassed by new departures in strategy—there was strong sense, as Conference recognised in the end, in Mr. Riley's plea for "a breathing space." Nor can we help but think that Conference this year felt none too certain about the place of the ballot as an instrument of policy in the Association's counsels.

The other major issue which had promised to be exciting was the report of the Reconstruction Committee, coupled with the various motions of approval or disapproval which had been tabled on its substance, or on the Council's decision to publish it. Here, Conference heard and accepted a considered statement made by the Chairman on behalf of the Council, and decided to abandon debate on both these subjects of controversy. There must have been many delegates who had come prepared to speak on one or the other, and no doubt a debate would have been interesting. It might, however, have led to a good deal of misunderstanding in the public mind, and possibly some misunderstanding in the minds of members, while no debate on the substance of the report could have been conclusive. In the circumstances, therefore, a debate would have been a waste of Conference's time, since Conference meets to decide the Association's policy, and the Chairman's statement made it clear that, so far as the

Council was concerned, it was not inviting the Association to formulate any policy on this subject at all. By its ready acquiescence in the Chairman's suggestion, Conference showed itself of the same mind as the Council in this respect, and on the question of the publication of the report, showed itself satisfied that the Council had done everything it could have done to make it clear that the report did not represent Association policy.

Subscriptions—More Facts Wanted

IT was, perhaps, some transient mood of irritation due to the discomforts of the hall that provoked, towards the end of the session, the only display of feeling between floor and platform that this Conference had to offer. This came on the question of subscriptions. Here, Conference once again decisively rejected all motions for an immediate increase, but, very wisely, we think, decided not to close the door against some increase after the Council has explored the position and reported upon it next year. The Council itself had this year tabled no motion on the subject, feeling, as was said from the platform, that it should loyally observe the arguments and decisions which prevailed last year when its own motion for an increase was defeated. As its own feeling on the subject had not changed, it was at liberty to express itself, as it did, in favour of a branch motion for an increase, but once that was defeated it was, we feel, unwise for its spokesmen to press for a card vote. It was against their insistency that Conference showed its feeling; but the incident passed off quickly and happily and did not deflect Conference from a judicial outlook on the matter, as the result showed. We commented last year that the N.E.C. had then lost its case because it gave Conference insufficient information of the relation between the expanding policies of the Association and their requirements in the way of expenditure. It is manifest that general statements are not going to satisfy Conference on this issue; and we hope, therefore, that when next the Council reports on the subject and tenders its recommendations, there will be a fuller presentation of the facts than there was last year, or than the Council (to be fair to it) had the opportunity of presenting this year once it had decided to abstain from recommendations of its own.

NO BONUS ON PENSIONS

Chancellor's Refusal

THE Chancellor of the Exchequer, as Mr. Allen told Conference, has rejected the appeal made to him by a strong deputation representing NALGO, the Trades Union Congress, the National Union of Teachers, and the Educational Institute of Scotland, for a wartime increase in superannuation allowances.

The deputation, on which NALGO was represented by Messrs. H. Allen, A. A. Garrard, P. H. Harrold, and E. A. S. Young, with Mr. J. B. Swinden, deputy general secretary, met Sir Kingsley Wood on May 17. Mr. Harold Clay, who stated the case on behalf of all the organisations represented, argued that, since superannuation allowances were properly regarded as deferred pay, the principle of wartime increases, which had been generally recognised to be justified both in public service and industry, should be applied to them in the same way as it had been applied to salaries and wages. Owing to the rise in the cost of living, the plight of many former local government officers and teachers, compelled to live on pensions designed for normal conditions, was to-day a parlous one. While some had been able to take up wartime employment, many were unable to do that, and it was for those—and particularly those who had been compelled by ill-health to retire before completing their

maximum period of service and thus on a lower pension—that the deputation especially appealed.

In his considered reply to the deputation, sent in a letter to Sir Walter Citrine on June 4, the Chancellor contended that an increase in salaries and wages of those in employment did not necessarily establish a claim for an increase in pensions, since pensions were not subject to fluctuation, either up or down, on cost of living or other grounds. Departure from that basic conception could be justified only by the most

WHAT CONFERENCE DECIDED

Below are set out in brief the major decisions of Conference.

T.U.C. Affiliation.—Result of the ballot (40,733 in favour, 28,715 against) to be referred to branches and districts, with instructions to submit their observations to the N.E.C. by December 31, for consideration at next year's Conference.

Beveridge Plan.—Unconditional support pledged, combined with appeal to Government to give effect to the plan, including provisions for the protection of local government officers affected, as soon as possible.

Women.—NALGO to work for removal of the marriage bar, equal pay for equal work, and equal cost-of-living bonus for women and men.

Nurses.—Rushcliffe Report welcomed; branches to be urged to intensify recruitment of nurses, and N.E.C. to consider setting up parallel organisation for all nurses, whether in local government, voluntary hospitals, or private practice.

Recruitment and Conditions.—N.E.C. to work for general adoption of the recommendations of the Hadwin Report on recruitment, status, and conditions in the local government service.

Articled Pupils.—N.E.C. to consider and report on practice of accepting articled pupils.

War Pensions.—N.E.C. to consider co-operation with other bodies to secure pensions for all men and women invalided out of H.M. Forces and for dependants of all members of Forces who die whilst serving, whether death be caused by wounds, accident, or illness.

Superannuation.—N.E.C. to report on possible improvements in the Local Government Superannuation Acts.

Compensation for Injury or Death.—N.E.C. to consider measures to provide adequate compensation in respect of officers excluded from the operation of the Workmen's Compensation Act who suffer injury or death arising out of their duties.

More Organisers.—N.E.C. to present next year a scheme for strengthening NALGO's organising staff, including, if necessary, higher subscriptions.

Subscriptions of Members in Forces.—To be fixed at 5s. per annum in future, irrespective of any payment they may be receiving from their local authorities.

marked change in underlying economic conditions. There was such justification in 1920 when the cost of living had risen by more than 150 per cent over the pre-war figure, but there was little in present circumstances to provide any valid comparison with the conditions of that time. Increases in the cost of living, more especially in regard to essential goods and services, had been strictly limited.

Sir Kingsley recognised that there had been cases of hardship among pensioners caused by such increase in the cost of living as had taken place. Much as he would like to be generous to them, however, he had to ask whether it would be right to select them for special relief from other classes of the community, and in particular from other pensioners and from persons without pensions who had to live on their savings or on other comparable resources. These persons could not be given any corresponding relief and any relief given to the pensioners would be given to some extent at their expense.

Moreover, considerable relief had already been given at great expense to the whole class of persons living on fixed incomes, including the pensioners, by the Government's policy of price fixing, rationing and, above all, food subsidies. Further, as the result of increased opportunities of re-employment and of wartime improvements in social services, many of the pensioners were probably better off than they were before the war.

"I have given anxious thought to this problem both before and since I received the

deputation," the Chancellor concluded, "but I fear that I am still not satisfied that the Government would be justified in selecting these pensioners for special treatment. I regret, therefore, that I do not feel able to recommend His Majesty's Government to depart from their previous decision on this question."

Disappointing as this reply will be, neither NALGO nor the other unions concerned are prepared to accept it as the last word on the subject, and the N.E.C. is now considering what further action can most usefully be taken.

Civil Defence Compensation

ANOTHER deputation which, as we recorded in the June journal, sought from the Minister of Pensions on May 1 more equitable treatment of local government officers under the Personal Injuries (Civilians) Scheme, has met with greater success.

The deputation, which consisted of Messrs. P. H. Harrold, F. H. Harrold, and J. L. Holland, with the deputy general secretary, drew attention to the anomaly that local government officers engaged on administrative or organising duties in civil defence are not regarded as members of the civil defence services, though required to do the work, and are therefore not eligible for the compensation in respect of "war service" injuries which is provided for members of those services. The deputation asked for:

Adequate compensation in the event of injury or death of local government officers engaged in civil defence administration; and

The grading of such compensation to correspond with the status and salary of the officer killed or injured.

In a considered reply sent on June 14, the Minister of Pensions, Sir Walter Womersley, announced that the first claim had been accepted by the Minister of Health, the Minister of Home Security, and himself. In future, local authorities will be allowed to enrol officers who undertake operational duties in civil defence as part-time (unpaid) members of the appropriate services, and they will thus be eligible for compensation under the Personal Injuries (Civilians) Scheme in respect of injuries arising out of or in the performance of:

Civil defence duties during air raids, in emergency periods following air raids, and in periods of preliminary air-raid warning;

Active duties in connection with training or exercises; and

Turns of duty solely for civil defence purposes in control centres, etc., under stand-by conditions.

They will not, however, be covered under the scheme for injuries sustained on office or committee work in connection with civil defence.

The second claim, that compensation should be based on status or salary, was rejected, the Minister contending that compensation under the scheme was on a flat rate basis and he could see no grounds on which senior local government officers should be singled out for special and more favourable treatment. Nor would the Minister of Health agree to promote legislation amending the Local Government Superannuation Acts to achieve the same end.

The Conference Service

THE length of the Conference report has unfortunately crowded out, with other good things, an account of the special Conference Service held at St. Martin's in the Fields on Whit Sunday afternoon. The simple and beautiful ceremony, conducted by the vicar of St. Martin's, the Rev. E. S. Loveday, and the inspiring sermon in which the Rev. R. F. V. Scott, minister of St. Columbia's Church of Scotland, Pont Street, called for a livelier recognition of the place of religion in civic life, provided spiritual stimulus to the many delegates who attended.



HAD one of the 35,000 NALGO warriors, of whose dreams, desires, and demands so many Conference delegates claimed intimate (if sometimes contradictory) knowledge, been able to look in at the Memorial Hall, Farringdon Street, on Whit Saturday and Whit Monday, what would he have thought of it all?

He would have found some 900 men, and women, breathless from the dizzy climb, uncomfortably seated in a smoke-laden, airless, gloomy hall, busily and often inaudibly deciding not to affiliate to the Trades Union Congress, though a majority vote of those who had sent them there had recommended that they should; demanding a more expensive organisation while refusing any more money with which to provide it; denouncing the rulers they had elected as "donkeys" and "dead wood," while acclaiming the results of their work as the most successful this or any other trade union had accomplished; criticising the personnel, policies, and methods of their leaders while leaving the most difficult problems for them to solve; and generally behaving with all the revolutionary conservatism, tolerant intolerance, and illogical logic of a typical British assembly.

That would not have astonished him. It would have been no more than he had grown accustomed to, in branch meetings at home and in debates and discussions in hut, barrack, and canteen. But what would, we believe, have both astonished and depressed him was the poor quality of the speaking.

"Can it be," he would have asked, "that the greatest city in the world, capital of the home of free speech, cradle of Chatham, Pitt, Burke, and Bright, does not contain a hall in which free speech can be heard without stupor of the brain and atrophy of the nether limbs? Can it be that these fumblerers with notes, these mumblers into microphones, these men with neither wit, nor words, nor worth, Action, nor utterance, nor power of speech, To stir men's blood" are those who speak the tongue that Shakespeare spake? Where here is the "God-gifted organ voice of England"?

Tyranny of the Mike

That, of course, is to paint too gloomy a picture. Conference did produce some good speeches; but they could have been counted on the fingers of two hands, and it may safely be predicted that were delegates to answer the question, "What is wrong with NALGO Conferences?" most would rate the low standard of delivery high in their lists.

Why should this be? Are the radio and the talking film rotting our lungs as, before the war, the motor-car threatened to atrophy our limbs? Or is it just laziness? Possibly both. The Memorial Hall, though a dreary chamber, is not a large one, nor beyond the range of a normal voice; certainly the fathers of Non-conformity who built it had no need of loud speakers, efficient or otherwise, to make them-

selves heard in it. Nor does speaking at Conference impose any excessive strain on the memory. Few speakers need—or would be allowed—to take up more than three minutes of the time of delegates. Yet most, it would seem, lack both lungs and memory, preferring to wait in a queue at the microphone, there to read in alternating whispers and roars from notes which, though excellently well penned—as most were—they have, unlike Viola, taken no pains to con; and so used has Conference grown to this painful procedure that, should a delegate be so bold as to attempt to speak from his place, without mechanical aid, he is promptly shouted down with a concerted roar of "Mike!"

To end this prefatory grouse on a constructive note, might we suggest to branches that next year they try the experiment of selecting as their spokesmen men (or women—who often outshine the men) possessed of voices they are not afraid to use, and compel them not merely to prepare—as all do now—their speeches beforehand, but to learn how to deliver them? The result might be startling; for Conference can be swayed by a good speech, as B. J. EVANS proved a year ago when he swung it towards the T.U.C., and as E. L. RILEY proved this year, when in a much more difficult atmosphere, he swung it back again into at least temporary independence.

A PROUD WAR RECORD Over 35,000 Members in Forces

And so, from manner to matter. It was with genuine pleasure that, in the absence of a President following the resignation of that office by Mr. E. J. Stead, delegates once again elected to the chair Mr. C. A. W. ROBERTS the President elect, whose diplomatic handling of the 1942 Conference they recalled. Mr. Roberts opened the proceedings with a reference to the absence, for the first time in NALGO's history, of Mr. Hill, the late General Secretary. Though he was now far away, his great work for the Association would never be forgotten and his own thoughts would surely be with them that day. Conference acclaimed the suggestion that a message be sent to Mr. Hill, expressing to him their best wishes and their hope that he would achieve as great a success in his new job as he had done with NALGO.

The Association, Mr. Roberts continued, was fortunate in having found, as successor to Mr. Hill, Mr. John Simonds, who was appearing for the first time on the platform as General Secretary. They offered him their good wishes—an offer which delegates loudly confirmed and for which Mr. Simonds briefly expressed thanks.

Conference would be grateful too, Mr. Roberts continued, for the stirring message it had received from the Minister of Health, who had unfortunately been unable to accept the invitation to address it.

It was fitting that, before beginning the formal business, they should remember the many members, men and women, in the Forces, should pay tribute to their great work, and should convey to them their greetings and best wishes. Particularly would they remember the prisoners, for whose early release all were hoping; the injured, for whom they wished a speedy return to health; and the families of those who had given their lives, to whom they extended heart-felt sympathy.

Today, Mr. Roberts revealed, the number of NALGO members serving in the Forces must be between 35,000 and 40,000—close on 1 in 3 of the total membership. Of that total, according to the latest records, 605 had lost their lives, 420 were missing, and 359 were prisoners of war. In addition, 69 civilian members had been killed in air raids on this country.

Approximately one out of every 25 serving members had received an award for heroism or gallantry in action. The total of 125 military awards included three George Crosses, four George Medals, three D.S.O.s, 23 D.F.C.s, 39 D.F.M.s, one D.S.C., one Albert Medal, three D.S.M.s, seven M.M.s, and nine M.C.s. Of 180 civilian members honoured during the war, two had won the George Cross, 14 the George Medal, and 17 the British Empire Medal. In addition, three members had received Knighthoods, 16 had been made Commanders of the Order of the British Empire, 47 had been awarded the O.B.E. and 74 the M.B.E. NALGO had every right to be proud of that great record.

At the Chairman's call, delegates stood in silent homage to those gallant 700 who had given their lives.

BENEVOLENT FUND

Benefits Better than Beveridge

MR. R. T. SHEARS, chairman of the Benevolent and Orphan Fund committee, then announced the results of the collections for the Fund and the award of trophies and diplomas of merit:

TROPHIES

"Sir Homewood Crawford" Shield—North Eastern District, with an average of 5/1 per head:
"Viscount Wakefield" Shield—South Western District, with an average of 4/8 per head:
"Bridlington" Cup—West Midland District, with an average of 4/7 per head.

DIPLOMAS OF MERIT

(Awarded to branches whose total contributions to the Fund have reached £1,000.)

	£	s.	d.
Bermondsey	1,021	16	4
St. Marylebone	1,037	16	10
Darlington	1,272	17	6
Scarborough	1,008	2	6
Northampton	1,005	19	4
Monmouthshire	1,011	13	10

Association's Healthy Financial Position

Special mention was also made of the following branches which during the year brought their contributions up to a further £1,000:—

	£	s.	d.
Bradford	2,035	17	10
Southport	2,086	2	0
Somerset	2,147	13	2
Newcastle-on-Tyne ..	3,039	3	4
Stoke-on-Trent	4,081	11	10
Glamorgan	4,109	5	11
Liverpool	6,098	18	9
Sheffield	3,426	19	0

The total amounts received from the various districts were as follows:—

District	Total	Member-ship	Aver. p.h.d.
	£ s. d.		s. d.
Metropolitan ..	4,052 14 9	21,867	3 8
North Western ..	4,275 7 3	23,367	3 8
North Eastern ..	1,737 10 3	6,868	5 1
Yorkshire	2,973 4 4	14,019	4 3
East Midland ..	1,363 9 5	8,496	3 2
West Midland ..	1,819 11 7	7,910	4 7
Eastern	1,083 5 4	6,406	3 5
South Eastern ..	1,260 6 7	5,915	4 3
Southern	1,165 0 5	5,248	4 5
South Western ..	1,441 7 10	6,222	4 8
South Wales ..	1,161 6 11	6,357	3 8
Scottish	1,198 18 1	8,240	2 11
	£23,532 2 9	120,915	

Had Sir William Beveridge been able to accept the invitation to attend Conference, Mr. Shears continued, these figures would have given him a good insight into the way in which NALGO ran its own social services. For the past thirty years the Association had seen to it that there need be no distress among its members and that to-day the grants made by the Fund were appreciably higher than those proposed in the Beveridge scheme.

This year, notwithstanding increased grants, the Fund had a surplus of over £7,000 and for the first time in its history every district had collected more than £1,000. While thanking all concerned for that magnificent result, Mr. Shears appealed for no relaxation in effort. The difficult post-war years were certain to bring many new demands, to meet which it was essential to be preparing now.

The general secretary read out the result of the election of honorary officers and the N.E.C.—published on another page—the vice-presidents, Mr. A. A. Garrard and Mr. F. H. Harrod, formally thanked members for the honour accorded to them, and the auditors and scrutineers were appointed.

TREASURER'S REVIEW

Income Up : Expenses Down

Before calling on the new hon. treasurer, Mr. S. WHITEHEAD, the chairman paid a warm tribute to his predecessor, Mr. W. H. LEGH-SMITH, to whose push and drive the Association owed much of its present financial stability. Mr. Whitehead, who was warmly received, showed at once that, although, as he confessed, this was his first conference after nearly 40 years' membership of the Association, and although he had been in office only a few weeks, he had already acquired a clear grasp of its finances.

The general fund, he pointed out, with a total income of £92,631, against £86,565 last year, showed a surplus of £6,849. That, however, was not in fact so big as might appear, since the subscription income of £59,400 (against £54,456 a year ago) included some £3,000 for 1941 subscriptions, the return of which to Headquarters had been delayed. Nevertheless, the surplus was satisfactory, as was the reduction in administration expenditure from £86,254 to £85,782.

Against the increase in revenue, however, there was a deficiency of £4,367 on the reserve fund for the year—due to the fact that the deficits on the two holiday centres (£633 at Croyde and £11,250 at Cayton Bay) had been written off and charged against it. This mention of the holiday centres gave Mr.

MINISTER'S PRAISE FOR SERVICE

"Unabated Admiration"

At the opening of Conference the chairman read the following message from the Minister of Health, who had unfortunately been unable to accept an invitation to address delegates.

A year ago it gave me great pleasure to come into personal contact with the men and women who, behind the scenes, do the hard day-to-day work of local government, and I much regret that I am unable to be present at your Annual Conference this year.

The past year has brought no relaxation of the strain on local government officers, who, with depleted ranks, are responsible not only for normal peace-time services but also for the vital emergency services designed to meet the impact of total war, and I have watched with unabated admiration the way in which new and sometimes novel difficulties have been overcome.

I feel that the achievements of local government, both in the period between the wars and during the last four years, are not yet sufficiently appreciated by the public. That is because those achievements are not well known and understood. Much more education in citizenship and the working of local democracy is urgently needed and I hope that the officers of the local government service will take a full share in that task.

The time of testing is not yet over, but I know full well that every man and woman in the local government service will continue to play their part without faltering. Great problems of local administration remain to be solved, and in this connection I have noted with much interest the views on the future of local government which the NALGO Reconstruction Committee has put forward: The application of Whitleyism throughout the local government service is a matter which has been much to the fore since your last Conference, and I am happy to know that substantial progress is being made towards the desired goal.

ERNEST BROWN.

Whitehead an opportunity to answer three questions put to him by the ever-vigilant Leeds branch.

Why, Leeds asked, was expenditure on Croyde Bay not shown in the administration accounts? To this, Mr. Whitehead replied that, in his view, so long as Croyde was used as NALGO headquarters, depreciation and interest on it, amounting to under £6,000, should be charged exactly as though the centre were open; it would serve no useful purpose to separate that item from the rest.

The second question was whether the accountant had taken account of all the centres under one head for income-tax purposes. To that the answer was "Yes," but it must be remembered that the assessment for tax purposes was based on the preceding year's income. Thirdly, Leeds inquired why the surplus on the NALGO private hotel, Cefn-y-Mynach, was shown on the hotel account. To this Mr. Whitehead replied that, while he had not yet had an opportunity of going into the accounts thoroughly, he felt that keeping this surplus outside would, if anything, strengthen the financial position of

NALGO. Nevertheless, he promised to examine the whole position very closely and if he thought that it should be dealt with differently, would say so.

Returning to the general fund accounts, he drew attention to an investment of £20,000 in 3 per cent Savings Bonds, which was one of many made by the Association in the past few months. There was a surplus during 1942 of just over £7,000 on the Superannuation Fund and its accumulated funds now exceeded £70,000.

On the Benevolent and Orphan Fund, he pointed out that, while expenditure was nearly £19,500, income from ordinary contributors was only just over £15,000. That—less than a penny a week per head of the Association's membership—was nothing like enough. When he remembered that in his own branch every member in the Forces was paying his full whack, it was clear that many members were not paying a farthing. That was not good enough. After the war there could be no doubt that the demands on the fund would be greater than ever before, and he therefore appealed to everyone to make a personal victory effort in this connection.

Although he had not yet been able to go into the accounts closely, Mr. Whitehead concluded, he had been to Croyde to discuss the position with the accountant and wished to take this opportunity of thanking Mr. Baker for the amazing energy he had displayed in trying to familiarise him with all the Association's activities.

Mr. E. HAWKESWORTH, Leeds, suggested that the accounts might be set out more simply. NALGO was a democratic institution, and the way in which the accounts were now set out, though possibly suitable for city treasurers and other experts, made it difficult for the rank and file to understand them. For example, why did they not show how much it was costing the Association to make up the war service pay of members of its staff in the Forces? He urged the treasurer to see that, next year, the accounts were not only correct, but clear and concise as well.

Mr. Whitehead sympathised with this point of view. The present accounts were correct, and he would do all he could to make them equally clear and concise—while warning delegates that accounts were always accounts.

Mr. W. E. VEASEY, West Midland, moving a vote of thanks to the hon. treasurer, paid tribute to the remarkable ability with which he had familiarised himself with the accounts in so short a time. NALGO was fortunate to have such a man and to know that its finances were in safe keeping.

HOLIDAY CENTRE FINANCE

Leeds Not Yet Satisfied

Conference heartily agreed, and F. H. HARROD, chairman of the Council, responding appropriately to an appeal from the gallery for more light, followed by moving adoption of the Annual Report. It was, he claimed, one of the most interesting and important ever presented to the Association and clearly showed the tremendous advances which had been made on the road to better conditions of service for all local government officers and towards comprehensive and satisfactory machinery for collective bargaining.

L. M. CROW, Leeds, repeating his frontal attack of a year ago, promptly jumped to the microphone to embark on his annual critical examination of the Association's finances. Moving the reference back of the Report, he reminded Conference that Leeds had first expressed disquiet over the losses involved in the holiday centres in 1936, and had consistently criticised their accounts since then. Last year it had persuaded Conference to agree that the present manner of investment of the Association's

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resources offered neither availability in case of need nor adequate security, and to instruct the N.E.C. to consider immediately ways and means of re-establishing the Reserve Funds in trustee securities.

In its report on this reference from Leeds, the Council stated that the surplus funds were invested, as to £20,000 in 3 per cent Savings Bonds and as to the remainder in 26, Abingdon Street, Croyde Bay and Cayton Bay holiday centres, Cefny-Mynach private hotel, and the divisional office at Taunton. The Council considered that the security offered by the holiday centres and other properties was excellent, held that it would be financially unsound to buy holiday centres by effecting a mortgage at 5 per cent and to invest the whole of the surplus in Government securities at 3 per cent, and contended further that the present investments were all readily available. The Savings Bonds were negotiable on request and there would be no difficulty, should the need arise, in raising a substantial sum by a mortgage on the holiday centres. Moreover, the report pointed out, since there was no question of buying further holiday centres for the time being, future surpluses would be invested in gilt-edged securities, thus increasing the proportion of the Reserve Funds which would be immediately realisable should 'occasion demand'. The Association, the report added, had been receiving 4 per cent interest on the capital outlay on its properties.

"Mass of Contradictions?"

But Mr. Crow, who, it seemed, found security only

With loves and doves, at all events
With money in the three per cents
contested all these arguments describing the report as a mass of contradictions which had failed to take to the terms of the resolution. The contention that the holiday centres and other properties offered excellent security was, he held, in direct conflict with the views expressed and the feelings shown by Conference last year. As a result of its policy, the N.E.C. had transformed a revenue surplus of £10,000 to a loss of £4,000. Comparison of the rates of interest which would have to be paid were a mortgage to be effected on the holiday centres and the interest which would be received were the Reserve Fund to be invested in gilt-edged securities was not the only criterion which should be observed. The argument that, whereas it would be financially unsound to buy holiday centres by mortgage, it would, if necessary, be possible to raise a substantial mortgage on the holiday centres, was both contradictory and illogical. The profits shown in the accounts were merely paper profits, for the N.E.C. had had to create a deficiency to meet interest payments. In fact, Mr. Crow contended, the accounts showed big losses which had been written off the Reserve Funds—and it made him dizzy to think of the way in which the N.E.C. had dealt with holiday centre finances.

Conference should now be more than ever convinced that investments of this kind were not suitable for a Reserve Fund—and it was open to question whether the assets shown were even now worth the figure in the accounts. Leeds wanted to see some constructive proposals for investing the Association's Reserve Funds in securities from which they would be readily available. The present was the right time to consider such proposals, and the N.E.C. ought to get on with it. The committees which were responsible for expenditure should have a financial stake in that expenditure.

E. REDSHAW, Leeds, seconding the reference back, denied that this was a vendetta or obsession on the part of Leeds. Leeds was not anti-holiday camp; but it was disturbed over the Reserve Funds—and the report of the Council had not even got the spirit of the instructions given to it in last year's resolution.

Replying, Mr. Whitehead contended that the N.E.C., in acquiring holiday centres, had carried out the avowed policy of Conference for years past, and every year had revealed in the accounts where the money came from. He had failed to find any evidence that the

PRESIDENT FOR 1943-4



C. A. W. ROBERTS, M.B.E., unanimously elected NALGO President for 1943-4, has been master of Walton Hospital, Liverpool—the biggest hospital in England—since 1915. Born in Stoke-on-Trent, Mr. Roberts entered the public assistance service at the bottom of the ladder, serving successively as master's clerk at Stoke-on-Trent, South Shields, and Stockport, before becoming steward at Steppinghill hospital, Stockport, master at Pembroke, and master at Canterbury.

A keen trade unionist throughout his career, he joined the Poor Law Officers' Association in 1902, and in 1930 played a leading part in its amalgamation with NALGO. On the amalgamation, he was co-opted to the N.E.C., where he served on the service conditions, finance, and education committees (for some years as chairman of the last) and also as chairman of a special committee set up in 1930 to deal with poor law questions. He was elected junior vice-president in 1939 and senior vice-president in 1941—in which capacity he presided over the 1942 and 1943 Annual Conferences, proving himself one of the most popular chairmen. Conference has ever had. He has also been a director of Logomia since 1935.

Mr. Roberts's greatest work for NALGO to date has been on the Rushcliffe committee, on which he served as chairman of the nurses' panel. He is also a member of the midwives' sub-committee of the Rushcliffe committee and of the National Advisory Council for the Recruitment and Distribution of Nurses. Well experienced in the duties of a President—he has been President of both the National Association of Masters and Matrons and the Poor Law Officers' Association—he will, we know, add fresh lustre to that office, and all NALGO members will wish him well.

reserves had not been properly dealt with. True, there had been a deficit on Croyde Bay—amounting to a total of just over £600 over the whole of the past ten years. Against that must be set the fact that the holiday centre had given unbounded pleasure to hundreds of NALGO members—at a cost of about £60 a year. The present was certainly not an appropriate time to start tinkering with finances by trying to dispose of the centre, nor to start playing about with the reserve funds. He was satisfied that the Association had full value for the money it had invested in the sites alone; indeed, the Council had recently had very substantial offers for one of the holiday camps—offers which he hoped it would not entertain.

S. LORD, N.E.C., who had presided over the special finance sub-committee set up by the

Council to investigate the position in the light of last year's resolution, said that the sub-committee had closely examined the accounts and had agreed that in future deficiencies should be written off each year. That had been done this year. The sub-committee also decided that, in future, the charges for the holiday centres should be so fixed as to avoid deficiencies. To that extent, Leeds had done some good, but he did not agree with it on the question of reserves. NALGO had the finest investments it could have. Its money was properly invested, the holiday centres were fully worth the money expended on them and at any moment—and especially after the war—that money could, in case of need, be realised. In fact, the assets stood in the books at much less than they were worth. Nor was there any question about the value of the Abingdon-street property, which occupied the finest site in the country.

The reserve funds, Mr. Lord contended, were fully available and there was no contradiction in the N.E.C. report. It would be suicidal to raise a mortgage at a higher rate of interest to buy camps now; but there was a vast difference between that and raising a mortgage for a short period in emergency. Leeds, he thought, had a bee in its bonnet on this question.

Conference supported the N.E.C. and the motion for reference back of the report was lost by an overwhelming majority.

NEXT YEAR'S ELECTION New System Preferred

J. SOUTHWORTH, Wigan, followed with his branch's notice of motion that an election of members of the Council be held before the 1944 Conference; that the election be by ballot, each member of the Association being given an individual vote; and that, if Government regulations prevented this, the system be reintroduced at the earliest opportunity. The rank and file, Mr. Southworth declared, wanted to vote. War restrictions should be removed as soon as possible, and the rights of members restored. That would be an example to the Government to do likewise in respect of other restrictions.

After F. A. SMITH, Wigan, had seconded, explaining that Wigan's object was to ensure that temporary measures should not become permanent policy, N. W. BINGHAM, Kent County, moved an amendment to continue the present system of elections for the duration of the war. His branch, he said, agreed with Wigan that there should be an election next year and every year—NALGO must keep its democratic machinery in working order—but it was opposed to an election by individual members. The advantages of the new method of election had impressed most members this year. It made the election more real and stimulated district committees. Wigan was being unduly hasty: the proof of the pudding was in the eating, but Wigan had not waited even for it to be cooked before demanding that the Association go back to the old recipe.

For the N.E.C., F. H. HARROD urged support for the amendment. It would, he argued, be illogical to switch back before having seen the result of the new method of election, and in any case, he doubted whether the Registrar of Friendly Societies, having agreed only twelve months ago to change the rules, would agree now to revert to the old procedure. Nor would the Paper Control be likely to release the quantity of paper needed for the individual vote. Conference supported these arguments and approved the amendment.

So far the N.E.C. was having matters all its own way, and Conference was not unduly surprised to find R. O. WILLIAMS, Malden and Coombe, meekly accepting the flat rejection by the N.E.C. of the proposal it had pressed in 1939 and 1942 that the local government

Majority of 12,000 for Affiliation to T.U.C.

service should be made a branch of the civil service, subject to Government regulations on salaries and service conditions and with recognised national scales. This proposal, the N.E.C. declared, would be inimical to the interests of local government officers, would divert the Association from its consistent policy of Whitleyism—a policy which had gathered momentum lately and had already achieved striking results—would be alien to local government, and would evoke intense opposition from and prejudice the good will of local authorities towards their officers.

Though Malden and Coombe did not agree with these conclusions, Mr. Williams announced, it did not propose to pursue the matter for the time being. He thanked Conference for hearing his branch's arguments, and retired gracefully.

Bonus for Pensioners

Reporting on a further resolution adopted last year, that immediate and urgent representations be made to the Ministry of Health and the Secretary for Scotland for legislation to afford superannuated officers an increase in pensions commensurate with the increase in the cost of living, H. ALLEN, N.E.C., told Conference that a strong deputation had been to see the Chancellor of the Exchequer on May 17. The deputation came away a little hopeful, but realising that it was up against government policy. He was sorry to have to disappoint Conference. A reply had now come from the Chancellor [it is published on Page 398] the effect of which was that there was nothing doing.

A. F. HUTT, Manchester, urged that NALGO should seriously consider the desirability of making a nuisance of itself in the House of Commons. The Treasury was already cracking on the civil service bonus question and it might crack on this.

To this, Mr. Allen gave the assurance that the matter was certainly not dead and the N.E.C. would keep it alive.

BALLOT RESULT

51,500 Non-Voters

An anticipatory rustle throughout the hall at this stage awakened delegates to the realisation that the moment for which all had been waiting had arrived—the debate on T.U.C. affiliation. The Chairman prefaced it by explaining why the figures of the ballot had not previously been published. A year ago, he said, Conference decided that the ballot should be taken on its behalf. The N.E.C. took the view that, since Conference had ordered the ballot, the result should be announced to it alone, and neither those on the floor nor those on the platform were aware of the figures. These were then read out by the general secretary as follows:

	Civilian	Forces	Total
For ..	34,939	5,794	40,733
Against ..	25,938	2,777	28,715
Not voting ..	27,506	24,027	51,533

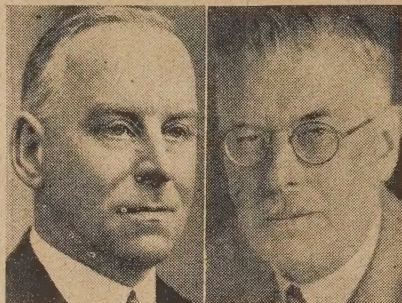
Expressed in percentages, the figures were:

	Civilian	Forces	Total
For ..	39.53	17.77	33.67
Against ..	29.34	8.52	23.73
Not voting ..	31.13	73.71	42.60

Conference received the figures almost in silence; delegates were clearly too busy trying to analyse them and to relate them to the instructions they had received and to the various resolutions and amendments on the agenda to waste time in either hat-throwing or public bewailing, and it was without any of the expected demonstrations that J. PEPPER, East Midland district committee, moved the resolution of his committee and the Halifax and Southall branches instructing the N.E.C. to take all necessary steps to carry into effect the wishes of the majority. It was not, he said, the business of Conference that day to discuss

the pros and cons of affiliation. The ballot had been held to determine the question. It was now the duty of Conference to give effect to it. It would be an amazing thing were Conference to decide that, having referred

NEW VICE-PRESIDENTS



A. A. GARRARD (left), Secretary to the Education Committee East Ham, elected senior vice-president by 90,389 votes, and F. H. HARROD, M.C., Director of Education, Coventry, elected junior vice-president by 88,098 votes.

Mr. Garrard, who entered the service at East Ham in 1903, has been a member of NALGO since 1905, and of his branch executive since 1919. He has held branch office as headquarters correspondent for 10 years, as chairman of the staff side and vice-chairman of the local joint committee for nine years, and as secretary and branch chairman for four and five years respectively. He is now president of the Metropolitan district committee, and was chairman of the N.E.C.—of which he has been a member for 15 years—from 1938 to 1941, when he was elected junior vice-president. Mr. Garrard has represented NALGO on the National Council of Social Service, the Poor Law Examinations Board, and the local Government Advisory Council, and has played a leading part in the salaries campaign since its inception. In the last war he served with the H.A.C. in Egypt and Palestine.

Mr. Harrod began his career as a schoolmaster, teaching in various types of schools until 1920, when he became administrative assistant to the Leeds local education authority. A year later he became personal assistant to Mr. (now Sir) Percival Sharp, director of education at Sheffield, and in 1923 was appointed to his present post. Joining NALGO in 1923, he was elected to the Coventry branch executive in 1927, serving as president from 1930 to 1933 and again since 1939. In 1935-6 he was chairman of the West Midland district committee, and in 1935 was elected to the N.E.C., where he served on the service conditions, education, and finance and general purposes committees, and as chairman of the Council from 1941 to this year. He is also a member of the NALGO reconstruction committee.

A prominent member of the Coventry Rotary Club, he was its president in 1939-40.

In the last war, Mr. Harrod served in the 2nd Hampshire Regt. and in the 88th Brigade of the 29th Division, for part of the time as acting staff captain to Brig.-Gen. (now Sir) Bernard Freyberg, V.C., and after the war as staff captain for civil duties with the army of occupation at Cologne. He was awarded the M.C. and Croix de Guerre and was twice mentioned in despatches.

the question to members, it should then ignore their wishes. What sort of people would the public think they were if it were broadcast that Conference had rejected the views of the majority—and it would be establishing a dangerous precedent to say that members who had not taken the trouble to vote should be allowed to determine policy.

The plea that NALGO should mark time because of its members in the Forces had been turned down on every other question and could not be accepted for this one alone. Were we, on this vital matter, to be as inactive as the Italian Navy? The members in the Forces wanted the Association to carry on in their absence and to accept the stewardship of their interests. What would they say if they were told that it had been very busy—marking time? The North Western and North Wales district committee was suggesting in an amendment that the result of the ballot should be notified to district committees and branches with an instruction that they submit their

observations to the N.E.C. What sort of observations was it expected would be submitted? What members wanted now was to get this issue settled and then to get on with the prosecution of national policy.

C. A. JOHNSON, Southall, seconding, declared that every delegate who attended last year's Conference felt that at last an effective and reasonable method had been devised to settle this question. There was then no suggestion of provisos, qualifications, and delaying action. The matter had been clearly and definitely determined and Conference should accept the result. A 68 per cent vote of civilian members compared favourably with other ballots, and particularly with Parliamentary and local elections where the average poll was about 33 per cent. It was true that the number of serving members voting was not large—but it was equally clear that, of those who had voted, the majority wanted affiliation, and it was obvious that affiliation had the overwhelming support of members in the Forces. Every reasonable opportunity had been given to individual members to decide this issue, and it would be fatal to encourage the view that policy should be dictated by those who were not interested in policy-making and too apathetic to record a vote. Having got the decision of members, it was the duty of Conference to accept and act on it.

"Issue Now Clear"

W. FOGG, Halifax, agreed that the issue was not the pros and cons of affiliation, but solely whether or not a decision made by the members as a whole should be carried out. Branches wanted Conference to accept the decision of members. He would never agree that a minority of one-third should be allowed to dictate the policy of the Association. The vote of the Forces members was a clear cross-section of their opinion, and Gallup and similar polls had already confirmed the value of such cross-section votes. The issue was now clear, and if Conference sabotaged a properly-taken decision, it must take responsibility for the consequences.

E. E. ASHMAN, Herts. County, then moved his branch's amendment seeking to postpone a decision until the members now in the Forces were again able to interest themselves in NALGO policy. This was not, he averred, an attempt to defer a decision for a number of years, for he hoped that the war would soon be over. But it was impossible to argue that the members in the Forces were in favour of affiliation when 74 per cent had failed to vote. Mr. Ashman suggested that many of them did not know clearly for what they were voting, and when delegates greeted this view with a roar of "No," promptly retorted that he would be surprised if many of them had known themselves.

P. H. COLE, Plymouth, opposing the amendment, confessed that he had long been opposed to affiliation, but that last year he had been converted by B. J. Evans, of South Wales, to the view that, sooner or later, NALGO must affiliate and end its policy of blissful isolation. What had come over E. L. Riley, Mr. Cole asked; was he expecting the O.B.E. or something? They remembered with pride past speeches by Riley and Allen, declaring that the voices of the members of NALGO should rule, whether the N.E.C. liked it or not, but now, it seemed, they were piping a different tune. Conference owed it as a debt of honour to see that effect was given to the wishes of the majority, and that they were not side-tracked.

H. LANGFORD, Essex, also opposing the amendment, avowed that he had always maintained an open mind on affiliation; he was neither frightened by the N.E.C.'s bogey nor was he convinced that affiliation would solve all NALGO's problems. But he was

"Look again before you Leap": E.L. Riley's Call

definite that the Association should be run by and for its members. Was the ballot intended to waste the time of Headquarters staff and large quantities of paper? Had the ballot gone the other way they would have been told that they must abide by the decision. The amendment was a shameful insult to those who had cast their votes. Many members in the Forces had told him that they did not know all the arguments for or against affiliation, and had therefore not voted, preferring to leave it to those at home to decide. To send the result of the ballot back to branches now would be sheer procrastination.

Delegates would be told that affiliation would split the Association, but if the handful of members gathered in Conference acted contrary to the opinion of the 40,700 who had cast their votes, that would not merely split, it would shatter, the Association.

"Watch for Wizardry"

B. J. EVANS, South Wales and Mon. district, who presented the case for affiliation a year ago, declared that he had returned to combat the apparent lack of reverence which was being shown for the result of a democratic ballot. They were not there to rehash the argument for or against affiliation to the T.U.C. Long and weighty consideration had been given to that at Conference after Conference, concluding last year in the decision to take a plebiscite which should determine the Association's policy. The result of that vote was now the only issue, and he entreated members to watch for any examples of wizardry attempting, by cunning manœuvring, to falsify that issue and force Conference into a quagmire.

The ballot was a proper one, and any failure of members to vote was as immaterial as it was in local government and parliamentary elections. Unblinkered and unmuzzled, the weight of the vote had told in favour of affiliation. Its meaning was clear—it asserted the will of NALGO. No strategic reasons could reverse that verdict, and they must regard it as the voice of the Association and be honest in their trusteeship and honour it.

To the diehards who wanted to veto and undo the vote, he commended the words of E. A. S. Young when he said on behalf of the N.E.C. a year ago that it was contrary to all democratic procedure for a minority to refuse to accept the verdict of the majority and to try to circumvent it by bringing the same subject forward again and again.

"Would Make Democracy a Hypocrisy"

Mr. Evans detected some concealed meaning in the amendments—an underlying notion that the controversy was intended to disturb and not to settle. The true purpose of the amendments was to hide their authors' antagonism to affiliation and to make the ballot a nullity, but in South Wales and Monmouthshire they were sure of the integrity of the Conference, that it would not subscribe to any attempt to usurp the prerogative of the franchise through any Hitlerian conception. Such an undemocratic use of its powers would make democracy a hypocrisy.

The result of the ballot constituted a valid claim to ratification by Conference, and delegates would be perpetrating a fraud upon members if they failed to implement it. "Do not compromise the principles of democracy," Mr. Evans concluded. "Acknowledge the signs of the time and effect by immediate affiliation a forward step in the march towards greater influence."

H. S. BAILEY, Manchester, while confessing his opposition to affiliation, held that neither the N.E.C. nor anybody else had the right to

say that the result of the ballot should not be implemented. Whatever their personal opinions might be, delegates must insist that effect be given to the clear majority opinion of members.

After rejecting the Hertfordshire amendment by a large majority, Conference went on to consider an amendment by the North Western and North Wales district committee, proposing that the result of the ballot be "received" and notified to all branches and district committees, with an instruction to consider it and submit their observations to the N.E.C. by December 31 next. Moving this, F. W. HUMPHRIES



"Examples of wizardry attempting . . . to force Conference into a quagmire."

declared that he was not seeking to nullify the decision of the ballot, but felt that the result was not so definite as to justify immediate affiliation. The Association should consider the question calmly and dispassionately in the light of the vote. Members in the Forces serving in Africa were not able to give the question close consideration. Moreover, men in the Forces everywhere were usually prepared to vote for any kind of change, good or bad. The only place where a matter of this kind could be satisfactorily debated was in the branches themselves—they alone could say what the effect of affiliation would be. Adoption of the amendment would give the Association and the N.E.C. time to consider the matter in detail from all angles, before bringing it up again next year.

"Would Split Association"

A. S. GARNETT, North Wales and North Western district seconding, also pleaded for time for a sane, thorough, and fair examination of all the implications of the ballot and of affiliation. Had the decision gone the other way, affiliation would have been brought up at Conference after Conference in the hope that some day its supporters would be able to spring it on the Association. Had they any objection to the opponents of affiliation playing the same game?

Affiliation now would split the Association at a time when it was reaching its utmost value. NALGO's faith to-day was pinned on Whitleyism. It was true that, in the past, while other trade unions had won much of what they wanted, NALGO had been marking time, but delegates should not come to ridiculous decisions now merely from a sense of irritation at that fact. Whitleyism had served the Association for a number of years; why should they throw it overboard now? He asked delegates to be sane; normally they were, but when they were up against the oratory of Wales, their heads were inclined to run away with them.

Then E. L. RILEY put the view of the N.E.C. in a fighting speech that proved the oratorical triumph of the Conference. Replying to Mr. Cole, he declared that his position today was the same as it had always been. He had always represented the outlook of the rank and file

and would continue to do so. But in so important a matter as this it was the duty of all members to weigh the position carefully. It was easy for Conference to pass a resolution—but it was not so easy for the Council, which had to implement it. Conference must consider this difficult matter calmly, rejecting all personal prejudices one way or the other, and thinking only of the ultimate good of the service.

Twelve months ago, on the straight issue, Conference, by a card vote, had rejected affiliation by a substantial majority. It also rejected an amendment to take a referendum, but it did ultimately decide to take a ballot. Though failing to understand the subtle difference between a referendum and a ballot, since Conference had decided, the Council had to carry out its wishes. That was not easy. There were no rules for taking a ballot.

Need for Stability

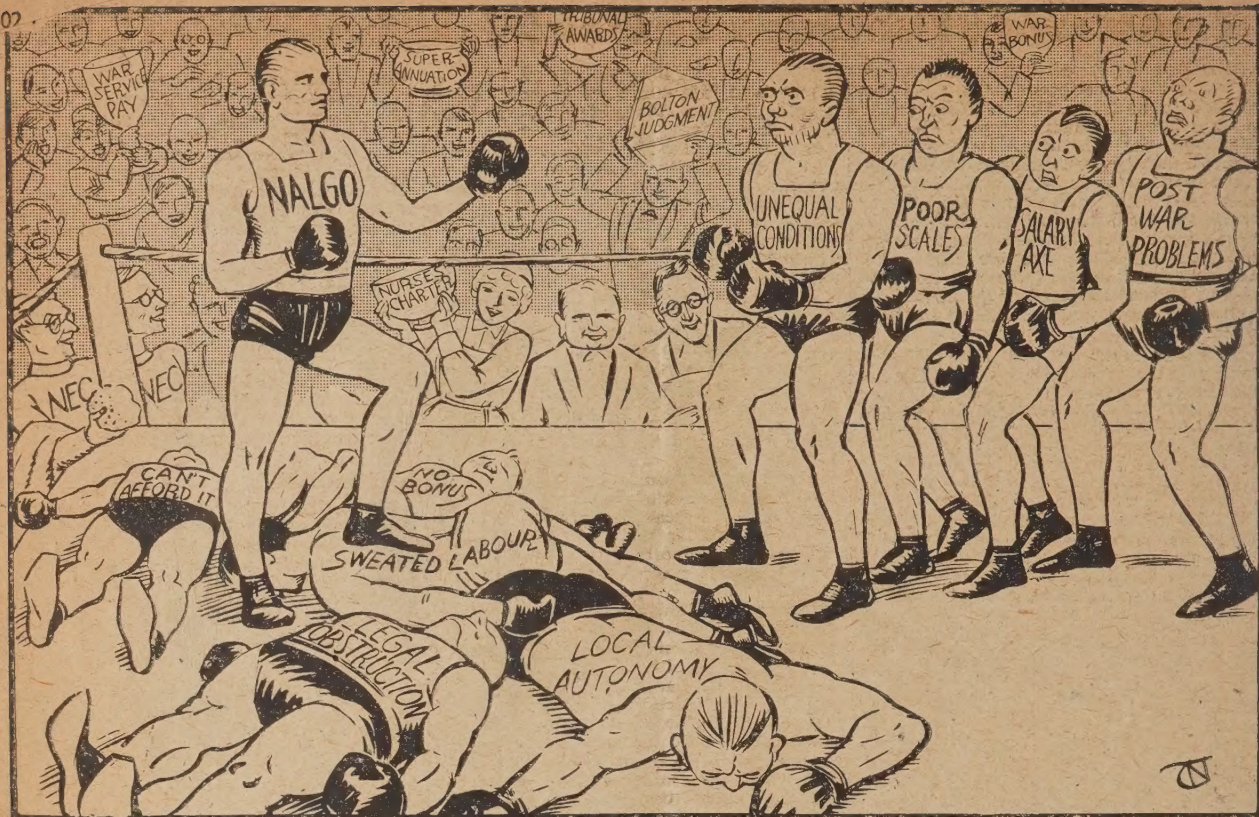
During the twelve months since then, the N.E.C. had studiously refrained from all propaganda for or against affiliation and no suspicion could be directed against it. He strongly resented gibes that the Council would not do what Conference directed. Although it deprecated the introduction of a controversial topic like this in the middle of a war, and felt that the wartime political truce should be applied to NALGO in the same spirit as it was being applied in the House of Commons and in local government, it had complied strictly with the Conference resolution. Conference should think again and think carefully before rushing into a decision. Its primary duty in these days of strife was to preserve intact the structure of NALGO, to enable it to meet those pressing problems which were apparent to all. Today, when the established order, both physical and moral, was cracking, there was urgent need for stability, and in a changing world that stability would be more than ever necessary after the war. The local government service, which had such close and personal contacts with the people, helped to give that stability. It was by nature a conservative organism; it could not afford to make rapid changes; and before making any change it must be sure where it would lead.

Not the least of NALGO's wartime problems, Mr. Riley continued, was the addition to its ranks of large numbers of temporary officers. Nobody knew how many temporary officers had voted in the ballot, but it was certain—and the agenda showed that many branches were concerned with this problem—that some who had voted had neither the traditions of the service behind them nor a future in the service to look forward to.

Association's Proud Record

The Council was not speaking for or against affiliation. All it said was that Conference had a duty to consider the question carefully and that delegates must know all the facts before they voted. NALGO had nothing to be ashamed of. It was the finest fighting trade union in the country and the record of the past year was one of magnificent achievement: the Bolton case—which no other trade union, nor the T.U.C., would have taken to the House of Lords; the proud record of successful cases before the National Arbitration Tribunal; the protection of hundreds of members under the Essential Works Order; the new charter for nurses provided by the Rushcliffe Report, to mention a few examples. Had NALGO not been an independent organisation it would not have secured the chair of the staff side of the Rushcliffe committee nor the other consequential advantages.

Now, the Association had embarked upon the reconstitution of the National Whitley



"THE FINEST FIGHTING TRADE UNION"

Council which, when it had been achieved, would have far-reaching effects on the service. A new Whitley Council was now almost in their hands, and the N.E.C. should not be distracted while engaged in these vital negotiations. Already there had been tentative agreement between employers and employees that the new council would, in the first instance, deal properly with the claim for a revised war bonus and, secondly, would, as an initial step, consider scales of salaries up to £600 a year, thus catering for 95 per cent of the service. Decisions of the new council would be enforceable under parts I, II, and III of the National Arbitration Order—and if they secured the appointment of an independent chairman nominated by the Minister of Health, the Association would have achieved the principle of the three-party agreement which had been one of the primary aims and objects of Conference for many years. In this new body they would have the answer to many Conference demands.

But the N.E.C. needed a little time to bring the new Whitley machine into full operation. They therefore asked for a twelve-months' breathing space on T.U.C. affiliation, so that next year they might get a decision, reached properly after full consideration of all the facts. It was on these grounds that the Council urged support of the amendment.

No one, either on the platform or on the floor, knew the result of the ballot beforehand, Mr. Riley continued. The figures called for analysis. All branches and districts should consider them and clearly understand what they revealed. Did they really mean what some speakers said they meant? Had the same figures been returned in a ballot to decide for or against a national strike, would Conference, or should the N.E.C., have been justified in declaring a strike upon them? Of course they would not.

The fact that the result of the ballot was not

known beforehand meant that all motions and amendments on affiliation must have been founded either on prejudice or on pre-determined intention to force decisions. No delegate to Conference should have come pledge-bound by any decision of branch or district; statesmanlike decisions on such an important matter could be reached only in the light of information put before them at Conference. All must, therefore, be prepared to take full responsibility for a decision that, if pressed to finality now, might split NALGO at a time when it should be 100 per cent united.

What would have been NALGO's position during the past year had it been affiliated? It would have had no representation as an independent body on the Rushcliffe committee. It would not have had the chairmanship of the staff side. Harry Allen would not have been chairman of the health visitors' sub-committee. It would not have been entitled to nominate to the Minister of Labour's committee on nurses.

Recently, a deputation waited on the Chancellor of the Exchequer seeking increased superannuation allowances for members who retired before war bonus was introduced. The NALGO members of the deputation were lumped in with the T.U.C. representatives, but the National Union of Teachers preserved its independence and insisted upon separate representation. In matters like these, vital to its interests, NALGO, if affiliated, would be in danger of losing its identity. It had a primary, if somewhat selfish, interest in doing the best it could for its own members, and that would be endangered were it not allowed to express an independent opinion. Despite lip service paid to the T.U.C. there was a constant internal war between rival unions, and already there had been evidence of this in the proposals made by other unions for increased representation on the staff side of the new National Whitley Council.

Had NALGO today been affiliated to the

T.U.C., it would not have secured fair representation on the new Whitley Council and it would have been forced to give up seats to which it was entitled in favour of unions whose influence in the T.U.C. was greater than NALGO's. It would have to take the T.U.C. drill. The Association was entitled, by reason of its large membership, to substantial majority representation—and the N.E.C. was not prepared to lose the substance for the shadow, with so bright a prospect before it.

Conference, he warned, must not turn NALGO into a class union. It had the great advantage over other organisations that it represented everybody, from the junior to the chief. It was a weakness of the civil service that it was divided into clerical, executive, and administrative associations, with one class set against the other. NALGO, on the other hand, represented local government officers as a body, and that was its greatest source of strength, for it was better to have the chief officers with the rank and file than against them. Did they want to turn NALGO into a clerical organisation only, with the chief officers forming a separate organisation against the interests of the bulk of the service? Would it not be better to keep them in and to make use of them?—for, today, NALGO made far more use of chief officers than they made of it.

The North Western amendment, Mr. Riley concluded, did not commit Conference one way or the other. All it asked was that delegates should take back to their branches and districts the result of the ballot, have the issue fully discussed during the next few months, and then, with full knowledge of all the facts, decide at some future date on their course of action. The N.E.C. urged Conference most strongly to support the amendment, even if it meant turning down branch and district instructions, because of the information he had laid before it.

Unqualified Support for Beveridge Plan

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The storm of cheers which greeted this speech showed that even ardent affiliationists recognised the sincerity behind Mr. Riley's vigorous appeal, and it was in an atmosphere of some impatience to take the vote that Conference listened to H. AUGHTON, Stalybridge, opposing the amendment.

Members everywhere, he declared, thought last year that the ballot was going to decide the issue—and had the vote been 100 per cent the result would have been the same. Were the amendment to be carried, delegates would not know what to tell their members. It was only recently, he complained, when the idea got round that the ballot would be in favour of affiliation, that anything had been heard of these delaying tactics. If Conference refused to accept the result of the ballot, it would be dealing a grave blow at the future of NALGO.

There was no other speakers, and the vote was taken. A show of hands, with 402 votes for the amendment and 340 against, proved that Mr. Riley had won the day and that Conference could respond as readily to a new viewpoint as Elizabeth Browning's inconstant lady;

"Yes," I answered you last night;

'No,' this morning, sir, I say.

Colours seen by candle-light

Will not look the same by day."

But the affiliationists were not satisfied. A card vote was demanded. Since it was by now time to adjourn for lunch, or such sustenance as might be found in the City of London on a Saturday afternoon, the chairman announced that the vote would be taken after the adjournment. It was, and the result declared later in the afternoon in an atmosphere from which all excitement had evaporated, confirmed the show of hands, though with a narrower majority. By 47,259 votes to 45,825 delegates decided to refer the result of the ballot to branches and districts, deferring the decision on affiliation for another year, and in view of this all the other amendments collapsed.

EQUAL PAY FOR WOMEN N.E.C. Policy Upheld

Returning to the Annual Report, H. LANGFORD, Essex County, complained of the inadequacy of the Council's reply to the resolution passed a year ago in which Conference reaffirmed its adherence to the principle of equal pay for equal work, equal responsibility, and equality of opportunity for women in the local government service and asked the N.E.C. to take practical steps to have that principle put into operation. All resolutions approving equality for women had been enthusiastically adopted at successive Conferences, Mr. Langford said. But what had been done about them? If the N.E.C. believed in equality of opportunity, it should take steps to put it into operation. It argued that before that could be done, public opinion must be cultivated and led. Was it itself leading: was it practising what it preached? The women members of its own staff were receiving a lower cost-of-living bonus than the men, on the ground that that was the Whitley Council award. In other words, the N.E.C. was saying: "What we cannot get for local government officers, we shall see that our own staff does not get either." If that was to be NALGO's attitude, then it had no right to complain when members of local authorities refused to grant a war bonus or to make up Service pay because they did not get those conditions for themselves. If NALGO really believed in equal pay, it must first put its own house in order and go to the Whitley Councils with a clear conscience.

H. ALLEN, N.E.C., replied that the Council was firm in its support of equality. It was pledged to try to obtain from the National Whitley Council recognition of the principle, and as soon as it had been recognised it would be applied to the Association's staff. The

policy had always been that what NALGO obtained for the local government service it would give to its own staff. Conference approved this policy.

SOCIAL SECURITY Local Government's Claim

T. NOLAN, N.E.C., next introduced the Council's motion welcoming the Beveridge Plan but expressing the view that it would be more efficiently and economically administered through social security departments of local authorities. After telling Conference that Sir William Beveridge had been invited to address it, but had been unable to do so because of his visit to the United States, he called attention to the remarkable extent to which the Beveridge Committee had accepted NALGO's recommendations. In view of its vested interests—an admirable Approved Society, a first-class Life Assurance Society, and a progressive Sickness Society—the Association might well have joined in the chorus of opposition to the Beveridge scheme. Instead, it had taken the broad view and told Sir William that it was prepared both to support a comprehensive social security plan and to help in its administration.

Since all the amendments welcomed the Beveridge plan, the only issues before Conference were the protection of local government officers who might be affected by it and the question of who should administer it. On the first, the Council was pledged to do all in its power to protect the interests of members. On the second, it took the view that local contacts were essential in the administration of the social services. Past experience of instances in which the administration of certain social services had been removed from the purview of local authorities and placed under the jurisdiction of a central body should have taught them to go cautiously in connection with any scheme creating a new body which would usurp powers which might be administered more suitably, efficiently, and economically by local authorities.

For the Glasgow branch, J. M. ANDERSON withdrew its amendment to delete from the N.E.C. motion all reference to local administration of the Beveridge scheme, thus leaving the way clear for an amendment by the Scottish district committee and the Fulham, Glasgow, and Kent county branches, designed to restrict the resolution to a welcome for the plan, combined with a strong appeal to the Government to adopt and carry out its general principles at the earliest moment.

After D. GALBRAITH, Scottish district, had formally moved this, Mr. Anderson explained its object. Present indications, he said, suggested that the Beveridge report was unlikely to have a smooth passage. Many interests were opposing its principles and trying to sabotage it. While they agreed that the machinery might be better worked through local authorities, the supporters of the amendment feared that any attempt to insist on local administration would obscure the main issue of adoption of the report as a whole and minimise the value of NALGO's strong support.

N. W. BINGHAM, Kent county, supporting, declared that NALGO had two duties only—to support the report and to safeguard the interests of local government officers. Adoption of the resolution would be misinterpreted as giving the impression that the Association supported the Beveridge plan only on condition that local government officers carried it out and got all the plums. As it stood, the resolution would be ineffective and, from the public relations point of view, dangerous. NALGO should support the Beveridge plan in full without any trimmings or appearance of sectional interest.

"Could Administer Scheme"

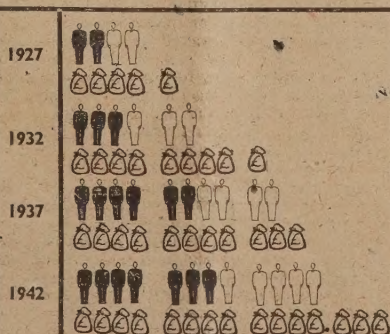
O. A. W. TRENDALL, Fulham, formally supported, and J. YOUNG, South-eastern district, expressed disappointment at Mr. Nolan's statement. Did the Council, he asked, seriously suggest that local government should administer the whole of the Beveridge scheme including the provisions for disability and pensions?

To this, Mr. Nolan replied that local government officers knew only too well from experience what would happen were the scheme to be administered entirely by Government departments. Local government had a grand record in the past and was doing a magnificent job today; it could administer the scheme better than any newly-created Government department.

Despite this argument, the amendment was carried. Subsequent amendments by the Scottish district committee and the Halifax branch to add a proviso that adequate provision be made for the protection of all local government officers affected by the Beveridge proposals were accepted by the Council, and amendments by Croydon, calling for a Ministry of Social Security, and Devonshire, seeking the transfer to such a Ministry of all officers affected, were referred to the Council.

BENEVOLENT FUND NEEDS KEEP ON GROWING

MEMBERS AND INCOME



Each figure represents 10,000 NALGO members. Black figures are contributors to the fund, white figures non-contributors. Each money-bag represents £1,500 contributed.

BENEFICIARIES AND GRANTS



Each figure represents 50 members, widows, or orphans helped. Each money-bag represents £1000 disbursed.

Outstanding Benefits of Bolton Judgment

HOW YOU SUPPORTED THE ANCILLARIES, 1942



Returning to the Annual Report, L. C. ST. LEGER YEEND, South-west Gloucester, protested at the way in which the N.E.C. had dealt with his branch's resolution, referred to it by last year's Conference, calling for representations to the Ministry of Health to obtain equal security of tenure for all local government officers and equal terms of appointment and dismissal throughout the service. With this had also been referred an amendment calling for legislation to end the present position whereby most officers can be dismissed without any reason being given.

In its report, the Council stated that this question had been referred to the law and parliamentary and the service conditions committees. Discussions on security of tenure had taken place with the Ministry of Health and the subject of equal terms of dismissal and appointment was being considered by a special sub-committee of the service conditions committee, but the Council was not yet able to submit a report to Conference.

This, said Mr. Yeend, was too nebulous and minute. The N.E.C. should have gone into the matter more fully and energetically, should have given more details of its approach, and should have produced evidence of what it had accomplished.

Legislation Refused

Was it a fact, asked A. J. COTTE, Aberfferry, that the sub-committee of the service conditions committee had not met for the past twelve months?

It was not a fact, replied F. H. HARROD, for the N.E.C. The sub-committee had met and a deputation had gone to the Ministry of Health three months ago. It asked the Minister to support legislation to establish security of tenure, but the Minister had replied that that was impossible.

The matter had been discussed at length and the Council had come to the conclusion that the best course would be to raise it direct with the local authorities as soon as the new National Whitley Council was in being. With this explanation Conference was satisfied.

At this stage, the chairman drew attention to the references in the report to the deaths of three NALGO stalwarts—Mr. G. S. Fraser, honorary solicitor for Scotland for 16 years; Sir James Curtis, a member of the Board of Management of Logomia since 1904; and Sir Herbert Blain, one of the founders of the Association. At his suggestion, delegates stood for a moment in silent tribute to these three members who, each in his different way, had played so big a part in the growth of the Association.

After delegates had warmly acclaimed the award of the O.B.E. to Mr. C. J. Newman, chairman of the education committee and

town clerk of Exeter, in recognition of his work after the heavy air attack on Exeter a year ago, they gave a specially cordial welcome to the report of the committee on hospital and public health policy. Responding to a vote of thanks moved by H. LANGFORD, Essex, and seconded by H. S. BAILEY, Manchester, the chairman expressed the pride of the Council in this report and the contribution it had made to a problem of urgent topical interest. The local government service knew too little of its own hospitals, he said, and it was high time it knew more.

BOLTON TRIUMPH

Authorities "Made to Sit Up"

Introducing the section of the report describing the results of the "Bolton" Judgment, H. ALLEN, N.E.C., declared that NALGO's determination to take this case to the House of Lords had been more than justified. The report explained what it meant in legal terminology. In plain English, it had made every local authority in the country sit up and rub its eyes. Local authorities now realised that the local government officer was not an isolated unit but was a member of a vast and determined body which was prepared to fight for its rights. (Cheers.)

More than that, the judgment had done more to bring Whitleyism into the limelight than all the previous years of propaganda. As soon as the result of the case was known, Bolton corporation had called its staff representatives into consultation and, with the invaluable aid of the divisional secretary and National Whitley officer, had reached what had now become famous as the Bolton agreement—an agreement which had provided so sound a formula for dealing with war service pay that the National Arbitration Tribunal had adopted it as the basis for all its subsequent awards.

In acclaiming these results of the Bolton case they must pay tribute to NALGO's legal advisers—the honorary solicitors and the legal department—who had been 100 per cent behind the service conditions committee in taking the case to the highest court in the land.

Now the Association was cashing in on this success, and with increasing momentum was taking local authorities to the National Arbitration Tribunal to make them do what had been accepted as the proper thing for their staffs in the Forces. NALGO was determined that these men and women should not be forgotten.

At the same time, he must sound a warning note. Branches still had autonomy: they must be careful how they used it. NALGO must show that it was united. No branch must reach an agreement locally on terms less favourable than the Bolton agreement or

without seeking the advice of the divisional organiser. Whether branches maintained their local autonomy depended upon themselves.

On the subsequent section of the report, dealing with other cases taken to arbitration, H. CHARELTON, Bolton, inquired what steps the Association proposed to take to ensure that awards of the Tribunal were faithfully observed. It had been reported in the Press that some local authorities were disregarding awards requiring them to make up war service pay.

Replying, MR. ALLEN said that these authorities were in the same position as a local government officer who, having had judgment given against him in a court of summary jurisdiction, decided to ignore that judgment. They were flouting the law of the land—and the result must be on their own heads. The Association would take action. He could not yet say what that action would be, but he hoped that the weight of it would be both heavy and strong—a sentiment with which Conference recorded its warm approval.

Arbitration Successes

Discussing the arbitration proceedings in general, Mr. Allen pointed out that the delay in making use of the National Arbitration Order which had been imposed upon NALGO by the protracted legal tussle in the Bolton case had resulted in an avalanche of cases once the position had been made clear.

An early difficulty had been to get a case heard at all, because one authority after another which the Association had planned to take to the Tribunal had given in and paid up rather than face the Tribunal. On cost-of-living bonus the classic case was that of Lytham St. Annes, and it was regrettable that there the Tribunal did not award the Whitley decision—it lopped sixpence off the bonus to one section of officers and put it on to the bonus to another.

Today, the Association was taking war service pay cases to the Tribunal almost every week. So far, of 14 cases taken to the Tribunal, NALGO had won every one. Twenty-five more were awaiting hearing and 31 had been withdrawn, the local authority concerned having acceded to NALGO's demands. In addition, the Association had won four cases in the Industrial Court and two before a single arbitrator.

One case of particular interest and importance (referred to in the June LOCAL GOVERNMENT SERVICE) was that in which the Association had secured a substantial increase in salary for a Director of Education whose salary was below the scale approved by the Association of Directors and Secretaries. This case had disproved the frequent assertion that NALGO was a clerical union which did not cater for chief officers.

RUSHCLIFFE REPORT

Institution Matrons Neglected

On the section of the report dealing with the work of the Rushcliffe Committee, W. T. PITT-STEEL, East Ham, voiced the concern of many members at the fact that the committee had placed matrons and similar officers engaged in nursing the chronic sick on a lower scale than their colleagues in the general hospital training schools. It was not generally realised that 75 per cent of all the beds in this country, and 96 per cent of all beds for the chronic sick, were under the control of local authorities. Few officers knew anything of the difficulties of the nurses and matrons responsible for the care of these rejects of the general hospitals. It was a less glamorous but more difficult and often more trying form of nursing and those engaged in it should have

Negotiations for New Whitley Council

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the same treatment as the nurses in general hospitals.

The argument used to defend the inferior scale—that in some cases the husbands of institution matrons were chief administrative officers of the institutions—amounted to the application of a means test and was a dangerous precedent for the local government service.

Another point of criticism of the report was that, although a reduction of salary was made in respect of a nurse's board, lodging, and laundry, neither the matron nor the assistant matron were to be given any allowance for this while on sick leave or on holiday, whilst sisters and nurses, whose emoluments were valued at £120 and £90 respectively, were to be allowed only 15s. a week while on holiday and only 7s. 6d. a week if absent on sick leave for more than a month. Mr. Pitt-Steele urged that every opportunity should be taken to redress these wrongs.

Decisions Not Final

Replying, Mr. ALLEN said that the Council would readily give the assurance asked for. Although there were only three members of NALGO on the nurses' panel of the Rushcliffe Committee, it had been the almost unanimous wish of the panel that NALGO should nominate the chairman. Mr. Roberts had achieved much that would not have been achieved had he not been there, and the nurses of the country owed a great deal to him.

Many of the proceedings of the Committee were private and confidential and it was, therefore, difficult for him to reply fully to the points raised by Mr. Pitt-Steele. Certain points at issue between the two sides of the Committee were settled by Lord Rushcliffe personally. Everything possible had been done to protect the position of institution staffs. NALGO was far from satisfied with what had been done for them, and it had, indeed, got to the point of breakdown in striving to protect their interests. It was only to avoid complete breakdown that it had agreed to leave them for the time being. But the Committee was continuing its work, and he hoped that it would yet do something better for institution staffs.

NEW WHITLEY COUNCIL

Substantial Progress

On the section of the report dealing with the strengthening of Whitley Councils, Mr. ALLEN said that a great deal of spade work had been done, for which the negotiators were deserving of the highest tribute. They had now reached the point where a small drafting sub-committee was preparing the draft constitution of the proposed National Whitley Council. Through the good offices of successive Ministers of Health, whose keen interest he warmly acknowledged, they had an independent chairman of the negotiating committee, Sir Edward Forber. Negotiations had been delicate and had frequently been near to breakdown, but agreement on basic principles had at last been reached between the employers' panel of the present Whitley council and the local authorities' associations. They had agreed to the appointment of an independent chairman of the new Whitley Council, responsible to the Minister of Health. It was proposed that the Council should consist of 60 members, 30 on each side, of whom 15 would represent national bodies and 15 would represent the existing provincial councils.

Of the 15 national representatives on the staffs' side, eight had been nominated by the National Executive Council—the chairman and vice-chairman of the Council, the chairman and vice-chairman of the service conditions committee, one woman representative, the general secretary, the deputy general secretary,

and the national Whitley officer. The remaining seven national representatives on the staffs' side were to be nominated by the four other unions represented on the existing National Whitley Council. It was certain that the 15 representatives of existing provincial councils on the staffs' side would be all NALGO members, and he urged that, to maintain

BOLTON CASE BENEFITS 2,500 MEMBERS

Since the House of Lords gave judgment for NALGO in the "Bolton Case" last September at least 2,500 members in the Forces who were previously getting nothing from their local authorities have had their service pay supplemented. Many have received substantial cheques for arrears of pay, in some cases going as far back as January, 1940.

Up to date, the National Arbitration Tribunal has awarded the Bolton settlement against one of the 16 authorities which NALGO has taken to it. In addition, 87 authorities have voluntarily adopted the Bolton terms. The Association is steadily reducing the number of authorities which still refuse to supplement service pay, and continues to take cases to the Tribunal, sometimes at the rate of two a week.

national policy, members of the N.E.C. should be chosen in every case.

Mr. Allen also announced the appointment of Miss Angela Gaywood as national women's organiser and of Messrs. Stephen Duncan, David Newman, and John Robson as assistant organisers and the chairman expressed to them the good wishes of the Council—a sentiment which delegates heartily endorsed.

RECONSTRUCTION REPORT Association Not Committed

It was in this atmosphere of general gratification that Conference turned to the more controversial subject of the report of the reconstruction committee, upon which Torquay had tabled a welcoming resolution, calling on delegates to accept it as the basis for Association policy, whilst several other branches and districts had tabled critical amendments.

To the disappointment of their delegates, many of whom, no doubt, had come prepared for a spirited debate, the chairman spiked their guns with a statement on behalf of the N.E.C.

Both the notice of motion and the amendments, he said, appeared to have been based on a misunderstanding of the position of the N.E.C. and the reconstruction committee. When, in September, 1941, the Council approved the formation of the committee, it accepted, as a fundamental requirement, that the committee should be free and independent, owing allegiance

neither to the Association nor to any sectional, professional, or local authority interest. Only through such independence, the Council held, could the committee adequately perform the task entrusted to it, which was to offer to the problems of local government reconstruction the solutions suggested by its members as practical administrators, disregarding all occupational, sectional, departmental, or local authority interests which might run counter to the reform of local government on the most efficient and practical basis.

It was for these reasons that the Council, when it appointed the committee, specifically denied to itself the right to amend or select from the committee's reports, reserving only the power to publish or not to publish the reports as they stood. These decisions were reported to and were approved by, the 1942 Conference.

Position Clearly Explained

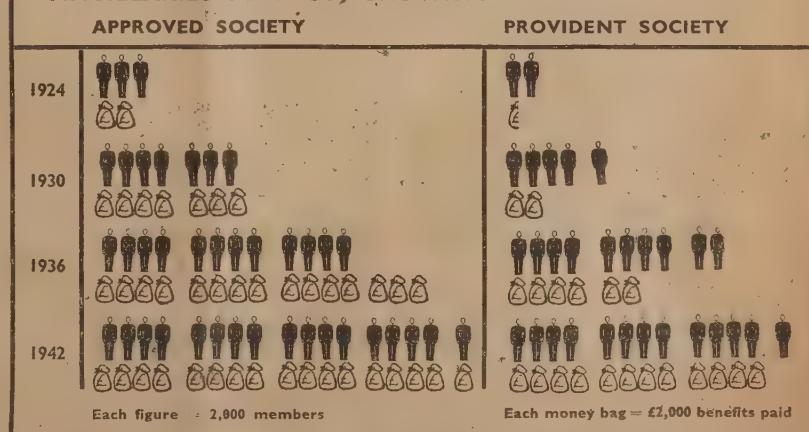
When the committee presented its interim report, the Council, after careful consideration, took the view that, while it was unable to endorse the report as its official policy, it nevertheless owed a duty to the reconstruction committee, to the many districts and branches which had assisted it, to the service as a whole, and to the country, to publish the document as an important independent contribution to the current discussion of local government reconstruction.

This decision was faithfully carried out. Every copy of the report printed clearly stated that it was the work of an independent committee and had been issued, not as a statement of NALGO policy, but as an expert contribution to the problems of the future of local government which, it was hoped, would serve as a basis for discussion and further progress. A similar statement was repeated twice in the summary of the report circulated to newspapers.

It was, unfortunately, true that a small number of newspapers, in their need to condense their summaries of the report, had omitted the qualifying phrase and in this way or in editorial comment had given the impression that the report represented NALGO policy. Whenever cuttings were received in time, letters of correction were sent to these papers.

At no time, Mr. Roberts added, had the Council considered that the reports of the reconstruction committee committed the Association to any policy. In these circumstances he suggested that the wisest course would be for Conference to refrain from discussing the

ANCILLARIES KEEP ON GROWING



Should Temporaries Vote on NALGO Policy?

report. Were it to do so, it would be difficult to avoid perpetuating the misapprehension that the report did represent NALGO policy. Nevertheless, if Conference wished, he was ready to carry on the debate. Conference did not wish, and the subject was quietly dropped.

SCHOLARSHIPS FOR NURSES Council's Gesture Approved

T. SPENCE Dunbartonshire, next moved his branch's resolution disapproving of the action of the Council in providing a scheme of scholarships for nurses without first consulting Conference. In 1934, he pointed out, the Council offered £250 in scholarships for the whole of the service, spread over seven examinations. By 1937 this had increased to £583, spread over 14 examinations. In 1938 the scheme was revised, scholarships to a total value of £420 being made available only for preparation for a degree or diploma in public administration, and in 1939 the scholarships scheme was abandoned. Yet now the Council was offering £500 in scholarships for nurses alone—which was unfair on the rest of the service. How many nurses, Mr. Spence asked, joined the Association in 1942? How many nurses were now members? Did their numbers justify this scheme for a single section? How many applications for scholarships had been received, and why had the date for application been extended? Was it because we had so few nurses in membership that none had applied for the scholarships? Why this sudden generosity to nurses to the exclusion of other members struggling to pass examinations? What was the cost of the scheme per head of nursing members? Instead of this favouritism the N.E.C. should spend the money to better advantage on a scholarships scheme open to all members and on starting a post-war fund to help members on their return from the Forces. But he suspected the Council were looking for someone to nurse them after the war.

C. J. NEWMAN, N.E.C., chairman of the education committee, replying, declared that the Council was making no apologies for this scholarships scheme. Only now, after many years of neglect, was some real appreciation being shown of the value of the nursing services, and the education committee could not do less than come in with this special benefit for nurses. Most of the Association's young members were not in a position to take advantage of scholarships today—but nurses were.

There was no reason why, eventually, all sections of the Association should not be similarly helped.

MISS E. E. FISHER, Sunderland, offered enthusiastic welcome to the scholarships, which were long overdue. But the N.E.C. should do more. Hundreds of nurses had had the opportunity of joining NALGO since 1930, when they were transferred to the local government service, but had not done so, whereas others, such as health and tuberculosis visitors, had been members since before 1930, and midwives since they came into local government in 1937. Something should be done for those who had been loyal to the Association for so long.

Mr. Newman pointed out that health visitors and midwives already shared in the scholarships scheme, with scholarships up to £75 and £50 respectively.

Conference supported the N.E.C. policy and the Dunbartonshire motion was lost.

A Year of Achievement

This concluded consideration of the annual report, and W. P. GILLIGAN, Devon county, moved a vote of thanks to the president, the honorary officers, and the members of the N.E.C. While delegates rightly looked on Conference as an opportunity to cross swords with the platform, he said, whatever difference of opinion they might have, all would pay tribute to the services voluntarily rendered by the few for the many. The leading article in the June LOCAL GOVERNMENT SERVICE had told better than he could attempt to what magnificent work the Council had accomplished in the past year. In the vote of thanks he included the staff at Headquarters and the district organisers. All recognised how much the Association and its members owed to their services throughout the year.

J. M. ANDERSON, Scottish district committee, seconded, and the generous applause of the delegates reinforced the vote.

F. H. HARROD, thanking delegates from the platform, pointed out, amid laughter, that the result of the card vote on affiliation had demonstrated how well the Council had looked after the best interests of the Association.

The report out of the way, with an hour or so of the first day's proceedings still to go, delegates turned to the remaining items on the agenda. First came A. E. ODELL, Metropolitan district, with a resolution to require branch secretaries to inform any eligible officer whose application for membership is rejected

by the branch that he has a right of appeal to the district committee and to the N.E.C. Conference evidently considered this sound sense and it was agreed without debate.

INFLUENCE OF "TEMPORARIES"

Restriction Urged

F. A. LYNDON, Whitley and Monkseaton, followed with his branch's resolution calling for review of the right of temporary officers to vote on matters of Association policy in which they have no permanent interest (such as local government reorganisation or reconstruction). In his speech on affiliation, Mr. Lyndon pointed out, Mr. Riley had forcibly reminded delegates of the dangers of allowing temporary officers, who had no tradition of the service behind them nor future in it to look forward to, to determine its long-term policy. His branch took the view that the right to vote of the temporary officer should be restricted to purely local or temporary matters. H. S. BAILEY, Manchester, formally seconded.

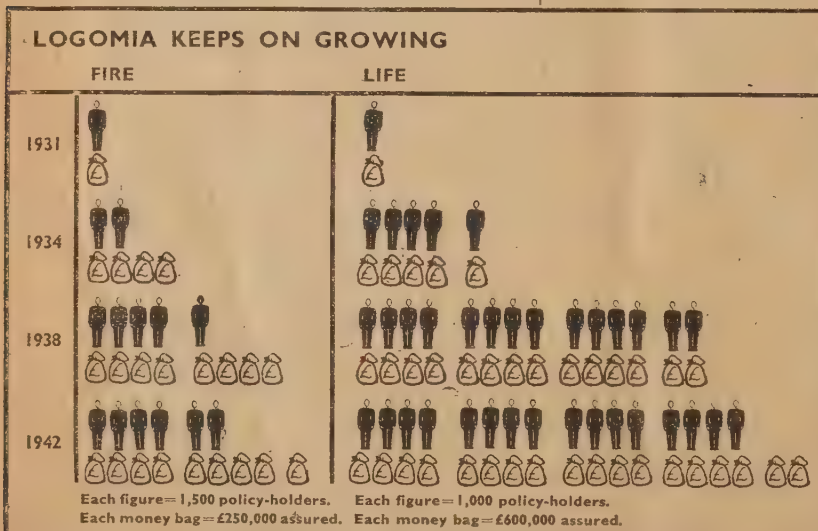
J. R. RIDING, Camberwell, moved an amendment which, sharing the serious view of the position taken by Whitley and Monkseaton, urged a more drastic remedy—the reconsideration by the N.E.C. of the whole question of temporary officers. The advent into the service of large numbers of temporaries—whose total he estimated, amid dissent from some delegates, at at least 32,000, equivalent to the number of members in the Forces—had, said Mr. Riding, created difficult problems. To some extent, the votes of these temporary officers must determine the policy and prospects of the Association. Camberwell's view was that, if the Association admitted temporary officers, it must give them the same right to express their views and to vote as it gave to permanent officers. But it should consider the dangers. Most temporary officers were routine clerical workers with little interest in local government. Yet they were expressing views on NALGO reconstruction, local government reconstruction, and similar matters. More serious problems would arise after the war, when the members now in the Forces returned. NALGO would then be unable to fight for the interests of both permanent and temporary officers and it would be unable to give the temporaries a square deal. The solution—which his branch had applied in its own recruitment policy, and which it commended to Conference—was to follow the wise example of the Approved Society and to accept into membership only those temporary officers who indicated that they hoped to remain in local government after the war.

"Letting Down Men in Forces"

A. S. ROBERTS, Bermondsey, formally seconded the amendment and H. SAUNDERS, representing the National Association of Relieving Officers, supported, urging that NALGO had made a mistake in admitting temporary officers into membership. It was letting down its members in the Forces by allowing temporaries to determine policy in their absence.

Further support came from A. F. HUTT, Manchester, who argued that those who had been "real colleagues" from the beginning should have the first show for fair play. But Mr. Hutt challenged the estimate that the 32,000 members in the Forces had been replaced by 32,000 temporaries. That was certainly not the case in the North Western district, where one donkey did two jobs.

Replying to the debate, H. ALLEN, N.E.C., reminded Conference that it had decided to admit temporary officers in 1940 and had confirmed that decision a year ago. Surely they did not want to have two classes in NALGO—those above the salt who might determine major policy and those below the salt who might vote only on matters of local



N.E.C. to Consider Organisation for all Nurses 409

or temporary interest. If temporary officers were admitted, they must be given complete equality of rights and privileges. He asked Conference to reject both the motion and the amendment.

G. W. PHILLIPS, Walthamstow, supporting this appeal, urged that the more temporaries there were in the service, the more important it was that they should be in NALGO. If the Association excluded them, they would go to other organisations—and what would be the position of NALGO in the new National Whitley Council were the thousands of temporary officers now in its ranks to be in rival unions? It was the duty of Conference to ensure that every officer in the service was a member of NALGO, playing his full part in its work. In his own branch, some of the temporaries set an example to the permanent officers in their enthusiasm for trade unionism and for the Association. Many were likely to remain in the service after the war; did Conference want to invite them to become a strong rival to NALGO in the post-war settlement? The wise policy was to admit them as colleagues, give them all the privileges and help the Association offered—and see to it that they shared some of the burden.

Conference warmly acclaimed this view and rejected both motion and amendment. Finchley branch thereupon withdrew a further amendment urging the N.E.C. to consider forming a separate section of the Association for temporary officers, with limited voting power and a special rate of subscription.

A Compensation Anomaly

For West Cornwall, W. F. J. BARKER, moved a resolution calling on the N.E.C. to ensure that any legislation for the reform of local government contained provisions for compensation for loss of office for the "unofficial" local government officer recognised for superannuation purposes under Section 12 (6) of the 1937 Superannuation Act (i.e. "a person who has been for a continuous period of not less than three years in the employment of an officer of a local authority, and engaged wholly or mainly in the performance of duties related to the functions of that authority"). Today, said Mr. Barker, local government was in the melting pot and its post-war reorganisation might result in many officers being declared redundant. The N.E.C. should see to it that due compensation was given them, but his branch wanted special consideration for the indirectly-employed officers referred to in the resolution.

For the N.E.C., P. H. HARROLD, honorary solicitor for England, explained the present position, under which local authorities have a discretionary power to recognise unofficial service for both superannuation and compensation purposes. The Council accepted the resolution, he said, and would do all in its power to ensure that adequate and compulsory compensation provision was made for these officers. Conference approved this assurance.

NURSES' RECRUITING PROBLEM Comprehensive Union Needed

J. M. ANDERSON, Scottish district, next moved his committee's resolution that a parallel organisation be set up within the framework of NALGO for the organisation of all nursing staffs, whether in local authority institutions, voluntary hospitals, or private practice. Its object, he explained, was to overcome the present difficulties in the recruitment of nurses. Today, it was easy to recruit nurses to membership, but difficult to retain them. After the publication of NALGO's Nurses' Charter, Glasgow had recruited between 200 and 300 nurses, but within a year had lost most of them, primarily because they

had transferred to voluntary hospitals and were, therefore, no longer eligible for membership. But other unions, not handicapped in the same way, were taking advantage of the position and were recruiting nurses rapidly. Despite all its efforts on their behalf, NALGO might shortly find that it had scarcely a nurse left in membership. The Rushcliffe report had not improved the position from that point of view, and there was a distinct danger of a relapse into apathy.

After D. GALBRAITH, Scottish district, had seconded, H. ALLEN, for the N.E.C., asked

WHICH ARE YOU, NURSE?



Municipal "Cog" or Voluntary "Lady"?

that the motion be remitted to the Council as a question for examination and report to next year's Conference. The whole of the nursing service, municipal, voluntary, and private, he said, was certain to be reorganised after the war in the light of the Ministry of Health's post-war hospital policy, and this problem was tied up with the parallel one—which the Council was already considering—of the organisation of the staffs of public utility companies—gas, water, electricity, and transport.

Conference agreed to remit the motion to the N.E.C. and in that happy and hopeful atmosphere delegates adjourned until Whit Monday.

IGNORANCE OF NALGO More Propaganda Essential

Nurses still held the floor on Monday morning, when A. E. ODELL, Metropolitan district, opened the proceedings with a motion welcoming the Rushcliffe report and urging the N.E.C., through branches, to circulate copies of the new leaflet, "An Appeal to Nursing Staffs in Local Government," to all nurses in municipal hospitals and institutions, and to follow up the leaflet by calling meetings of nurses in those hospitals and institutions. The first step in recruiting nurses, Mr. Odell argued, was to tell them about the Association and its work. Few had any idea of what it had done or could do for them—and that applied also to women in other sections of the public health services. They heard much of the work of their own sectional and professional societies, but little about NALGO. There was also a constant difficulty in getting permission to hold meetings of nurses in hospitals, and the N.E.C. should take strong action to obtain better facilities.

R. D. BROWN, Metropolitan district, seconding, declared that branches needed all the help they could get in tackling this difficult problem of reaching and recruiting nurses. They knew that the Association had much to offer to nurses, but they needed the assistance of the N.E.C. on propaganda.

S. G. CLARKE, Essex County, opposing, declared that more nonsense was being talked about nurses today than about any other topic, except perhaps reconstruction. He did not agree that there was any difficulty in

holding meetings. The trouble, in the view of his branch was that nurses were not trade-union-minded. They were not interested in salaries and service conditions, but in the nursing and care of the sick. Conference had been told of sinister influences at work to prevent nurses joining NALGO. By that was presumably meant the hospital matron, but her influence was not sinister. The recruitment of nurses into an organisation like NALGO needed expert handling, in which the methods used in recruiting other local government officers were inapplicable. If the Association wanted to recruit nurses, it must produce a policy rising above questions of salary and conditions of service which were now provided for by the Rushcliffe report.

"Cogs" or "Ladies"?

The N.E.C. should consider the subtle differences between the service conditions of nurses in local authority hospitals and in voluntary hospitals and formulate a policy for up-grading the position of the former. Today, she was treated as a mere cog in the machine, an employee, an "officer within the meaning of the Local Government Act," whereas her sister in the voluntary hospital was treated as a lady. When the nurse in the municipal hospital asked for some small privilege—which was granted to the voluntary hospital nurse as a right—she suffered all the inconveniences of circumlocutory committee procedure. If NALGO could do something to adjust this disparity, it would have done a great job for the nursing profession—and it would get more nurses to become members.

J. SHORT, Gateshead, opposed the latter part of the resolution urging branches to call meetings of nurses in hospitals. NALGO was too fond of holding meetings in the old Town Hall; they should get away from it. Nor was it the job of ordinary members in the branches to recruit nurses—that should be the task of paid organisers, of whom many more were needed. To-day, other unions were stealing the Association's thunder, and to counter that it must have better local organisation.

MISS I. STANSFIELD, replying for the N.E.C., called for unanimous approval of the resolution and full support for the campaign to recruit nurses which had now begun. A further leaflet addressed to nurses and prepared in the light of the Rushcliffe report was now being printed, and they hoped, following the appointment of Miss Gaywood as national women's organiser, greatly to stimulate recruiting. By its work in the Rushcliffe Committee, NALGO had shown that it could serve nurses more adequately than could any other union.

"Not a Cinderella"

Strenuously denying Mr. Clarke's allegation that the nurse in the local authority hospital was a Cinderella compared with the "lady" of the voluntary hospital, Miss Stansfield contended that conditions of service in the municipal hospital were quite equal to those in the voluntary hospital, and that the local government nurse was treated with greater equality than her sister outside. But they wanted to make nurses local government minded, to make them realise that they were part of a co-ordinated communal service extending beyond the cloistered walls of the voluntary hospital. That could be achieved by holding meetings in hospitals, branch offices, and town halls—and all who had met Miss Gaywood knew that she was not a woman to be daunted by difficulties and influences however sinister. Nurses in local government must be brought to identify themselves with the Town Hall, and members must offer them that peculiar friendship that seemed to develop whenever two or three members of NALGO

Better Recruitment & End of Pupilage Urged

were gathered together. "When we can prove to the nurse not only that we can serve her, but that she is one of us," Miss Stansfield concluded, "then we shall get her into the Association. I therefore appeal for the support of all members in this campaign—and especially for the support of the women members."

Delegates answered this appeal with enthusiasm, adopting the resolution with an overwhelming majority.

It was clearly woman's hour, and Sunderland branch showed a skilful strategy in putting up a woman, Miss E. E. FISHER, to move its resolution instructing the N.E.C. to cash in on the Bolton Judgment by taking "all requisite steps" to make the decisions of Whitley Councils binding on all parties. The workers represented on other joint industrial councils, she complained, received the awards those councils made, but local government officers often got something very different from what the Whitley Councils had recommended. Sometimes, indeed, the Whitley Council would not recognise its award after a local authority had finished with it. To-day, they were told, the new National Whitley Council was in process of being born. But it had not been born yet—and was this not the time to include in its constitution that power the old National Whitley Council had lacked—the power, if not to say to local authorities "You must!" at least to say "You had better!"

Sanction Will Be There

After H. POTTS, Sunderland, had seconded, H. ALLEN replied for the N.E.C. He congratulated Miss Fisher on her clear statement of the position as she saw it. It was true that the new Whitley Council was not yet born—but things were moving and the midwives' committee was in attendance. He therefore asked Conference to remit the resolution as a question to the N.E.C. The position was delicate, and if Conference tied the hands of the N.E.C. negotiators too strictly they would not get the results they would get by the ordinary Whitley Council method of free negotiation.

In any event, when the new Whitley Council was established, Miss Fisher's sanction of "You'd better" would be there—provided by the National Arbitration Order. They would be able to take local authorities to the National Arbitration Tribunal under Part III of the Order, which gave the Tribunal less latitude to "play about" with Whitley Council awards than it had under Part I of the Order. Once again, Conference supported Mr. Allen and remitted the motion to the N.E.C.

Owing to some unexplained lapse on the part of the Haslingden branch, no delegate appeared to move its resolution calling on the N.E.C. to press for the compulsory adoption by all local authorities of one uniform scale of salaries and a uniform code of conditions of

service, and the resolution therefore fell unconsidered.

HADOW REPORT Reforms Needed Now

A. E. ODELL returned to the microphone to move a comprehensive resolution on behalf of the Metropolitan Districts Committee and the Southwark branch suggesting that, having regard to the character of the duties placed upon local authorities and their officers and the development and re-organization of the social services likely to take place after the war, it was essential in the public interest that methods of recruitment, status, and conditions in the local government service should be brought up to the standard envisaged in the Hadow report, and asking the N.E.C. to take all possible steps to secure this.

While he felt certain that Conference would support the motion, Mr. Odell emphasised its urgency. It was now ten years since the Hadow report was published, and its recommendations were to be regarded to-day as providing a minimum standard only. They contained recommendations for other reforms than adequate salaries—namely, recruitment, training, and education—and it was more necessary than ever that a scheme should be prepared based upon them. Hitherto, the recommendations had been dealt with in a haphazard way by local authorities. The scheme should be ready before the men in the Forces returned to their civil jobs. It would also be necessary to bring the Hadow recommendations up-to-date.

E. E. SHIELDS, Stepney, moved an amendment to delay giving effect to the Metropolitan and Southwark proposals in so far as the recruitment of junior clerical officers was concerned until we had a more equitable educational system. To-day, said Mr. Shields, the majority of young people in the country were forced to leave school at 14. Under the Hadow recommendations no boy or girl would be able to enter local government without the school certificate, which was usually taken at 15 or 16, and if this recommendation were put into force at once it would mean that many would be debarred from all chance of entering the local government service. It was putting the cart before the horse to demand conditions which the majority of young people could not satisfy.

F. H. HARROD, replying for the N.E.C., welcomed the resolution and opposed the amendment. While the N.E.C. was concerned with the lack of equality in educational opportunity—which all concerned were doing everything they could to remedy—NALGO must work for some definite educational standard for recruitment to the local government service if it wanted to get it recognised as a profession and to improve the status of the officer. Conference approved this argument,

rejected the amendment, and agreed to the Metropolitan and Southwark motion.

ARTICLED PUPILS "Iniquitous System"

E. G. ARISS, Manchester, followed with his branch's resolution instructing the N.E.C. to urge all associations of local authorities to discourage the practice of accepting as articulated pupils persons who are not members of the local government service. It was high time, he said, that the Association dealt with this long-standing problem. The resolution amounted to a protest at the iniquitous practice which introduced into the service intruders whom it had not nurtured but who were immediately eligible for the highest posts and whose admission thereby prejudiced the prospects of advancement of other officers who had started at the bottom of the ladder. Any system of recruitment which paid tribute to influence and privilege was harmful and should be opposed. Local authorities should organise for their juniors, give them freedom to develop their mental processes, and equality of opportunity to compete for the highest posts.

The system of articulated pupilage tended towards patronage and some of the sectional and professional societies were now turning against it. NALGO's evidence to the Hadow Committee, recommending that articulated pupilage should be extended, with all principal officers taking pupils, a proportion of them from within the office, was astounding, illogical, and disloyal, showing the influence of the professional mind. NALGO's business was with the officer, not with the service, and the Manchester slogan was, "The local government service for the local government officer."

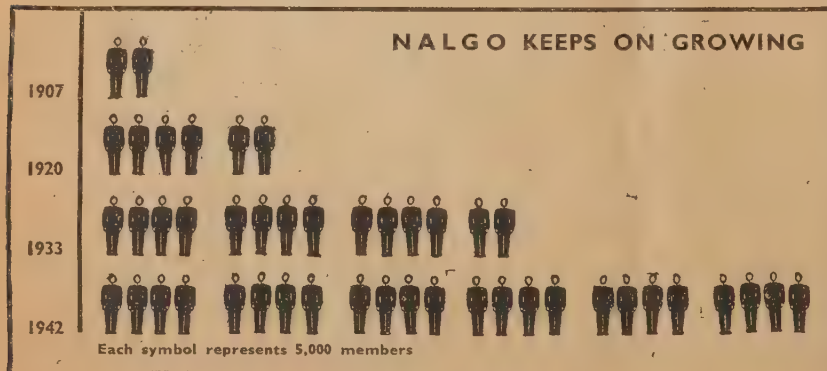
Many-Sided Question

After S. E. SHALLICE, Manchester, had formally seconded, J. YOUNG, for the South Eastern district, moved an amendment to refer the resolution to the N.E.C. with instructions further to consider the whole subject of articulated pupils and to report. No officer to-day, said Mr. Young, was satisfied with the present system. But there were many sides to the question and a policy upon it could be satisfactorily hammered out only by a committee after full investigation—it was not a job for a conference. Some local government officers had sent their boys to the university and wanted them to enter the service; it would be unfair to close the door to them. Nor was pupilage entirely in the hands of NALGO. Many outside bodies were interested and their views must be considered. E. J. DEAN, South Eastern district, seconded.

J. R. RIDING, Camberwell, supporting Manchester, urged Conference to give a clear-cut decision and not to be deflected by red herrings and demands to refer everything to the N.E.C. He denied that the resolution sought to close the service to university men. Its sole object was to give the first place to working-class boys. To-day, more and more chief officers were being brought into the service from the universities and he could think of no more iniquitous form of privilege than bringing in inexperienced men from outside the service to take the plums of office. NALGO's duty was to give every opportunity to the junior who started at the bottom of the ladder.

F. W. HUMPHRIES, North Western district, also supporting, described the amendments as all tending to keep a side door open for privilege. Articled pupils were more than eligible for the best positions—the dice was loaded in their favour from the start.

J. B. L. THOMPSON, representing the Institution of Municipal and County Engineers, warned Conference against a hasty decision which might cause a split in the ranks of the Association. The technical associations were



Men Claim Equal Bonus & No Marriage Bar ⁴¹¹

ready dealing with this question. They wanted every boy to have an equal chance, but they could not say to the technical officer that they must always take a pupil from the existing staff. The N.E.C. now had a good opportunity of approaching all the technical associations and with them working out a scheme at would give general satisfaction.

L. M. CROW, Leeds, complaining that his branch of the service was particularly affected by the system, said that officers with knowledge of it realised the danger. Conference should not postpone a solution for another year. Were the door to be opened at a little more, the whole interests of the local government officer would be jeopardised. The resolution did not bar the way to essential people coming into the service from outside.

N. W. BINGHAM, Kent County, agreed with R. Young that, although the present system is unpopular, a solution was not so simple. Manchester had suggested. It could not be solved by the passing of a resolution, and the only satisfactory method was to leave it to the N.E.C. to find a final and effective solution.

Problem Left to N.E.C.

Replying for the N.E.C., F. H. HARROD, urged Conference to adopt the South Eastern amendment. There would be little useful purpose in NALGO approaching the associations of local authorities. The problem was a difficult one which should be thrashed out between NALGO and the professional and technical associations interested, many of whom, as Mr. Thompson had said, were already discussing it. It would be undemocratic to shut the door to a local government career to every boy or girl who did not come to the service at 16 or earlier. Why should not a youth who had been able to continue his education to the age of 21 be admitted into a local government office? The N.E.C. was in general sympathy with the idea behind the motion, but did not agree with the method advocated. It stood by the Hadow committee's recommendation that no premium should be required from pupils articled to officers, and that the selection of pupils should be subject to the approval of the local authority. The most sensible course would be to pass the amendment and let the Council get on with its negotiations.

Conference agreed and adopted the amendment, with the result that other amendments by the South Wales and Monmouthshire district and the Abertillery, Berkshire, and Stratford branches, all fell.

THE MARRIAGE BAR

Last Obstacle to Equality

Women returned to the limelight in the next resolution by the Metropolitan district, urging the N.E.C. to implement the Association's declared policy of equality of opportunity by asking for the removal of the marriage bar wherever it had been imposed. Moving this, A. E. ODELL pointed out that although, in view of the man-power shortage, women were not now being dismissed on marriage, their position had in no way been improved. Under many authorities when a woman married her permanent appointment was terminated and she was re-engaged on a temporary basis. NALGO had already fully recognised the principle of equality and this was the last obstacle to that principle to be overcome.

P. W. BOND, Coudson and Purley, seconding, said that the Metropolitan district had agreed to accept an amendment by the Bradford branch inviting the N.E.C. to make representations to all local authorities which, in advertising vacancies open to either sex, fixed a lower salary grade a woman be appointed.

MRS. HOOPER, East Suffolk and district, following with one of the ablest speeches to

which Conference had listened, argued that delegates were wasting their time; they might be able to get equal pay, but never could there be equal work, since women always did that little bit extra. (Laughter and cheers.)

It was the desire of all, Mrs. Hooper continued, that the highest standards of citizenship should be maintained by both sexes. Men naturally wanted the best type of women as mothers for their children and to run their homes—but under the present system they were forcing unsuitable women into cooking and maternity. The best mother was the woman



"Forcing unsuitable women into cooking and maternity."

who was doing the job she really enjoyed; could any woman be expected to take up a career with enthusiasm when she was told that she must decide between continuing it as a life-long spinster or entering into a marriage for which she might be unsuited?

T. W. MARRIOTT, Bradford, moving his branch's amendment, confessed that he did so solely because the branch executive wanted to silence a pertinacious woman member who worried it at every meeting by producing long lists of advertisements offering lower salaries for women. He appealed to Conference to help the Executive to shut her up. (Laughter.)

J. H. MORGAN, Bradford, seconding, urged that the payment of lower salaries to women was a serious matter, no less important than affiliation to the T.U.C. It was possible that the regimentation of women in this war had made all the difference between victory and defeat. NALGO should take a leap forward and say that it was not going to join in the sex war but would march hand in hand with its women members to the land of fair promise.

H. ALLEN cut short further discussion by pledging the Council's support for both resolution and amendment and the two were carried by a substantial majority.

UNEQUAL BONUS

"Glaring Anomaly"

MISS M. M. HAY, Edinburgh, followed with her branch's resolution pledging the Association to support the principle of equal cost-of-living bonus to men and women, and to the use of every endeavour to get it adopted. On behalf of all women members, she declared, she protested at the present glaring anomaly of the unequal bonus. It was supposed to represent equal payment to meet the extra cost of living, and there was no basis whatever for differentiation between men and women. Women paid no less for their food, their clothing, their travel, or the rent of their homes than did men, and the Government had admitted their right to equal compensation for war injury. It was regrettable that the N.E.C., in order to get a bigger bonus for men, had allowed the principle of equality to go overboard.

After MISS S. BELL, Glasgow, had seconded, J. SHORT, Gateshead, told Conference that his own local authority had based its bonus on the cost-of-living figure and was paying 5s. 8d. in the £ to both men and women. Gateshead considered that the rest of the Association was out of step, and urged N.E.C. to secure the right bonus for both men and women.

W. A. CLEGG, Rotherham, moved an amendment calling for adoption of the principle of a flat-rate bonus in respect of salaries, with additions based on the number of dependants of each officer. His branch, he explained, was in full agreement with the Edinburgh resolution, but wanted its principle carried to its logical conclusion.

C. VICKERS, Rotherham, formally seconded and F. EXLEY, Irlam supporting, pointed out that a man and wife without children and both in the local government service were now drawing a double bonus, whereas if they had children and the wife had to stay at home to look after them, the husband alone would get a bonus.

Replying for the N.E.C., A. G. BOLTON declared that when the new Whitley Council was born it would need the assistance of the whole of the nursing service, because they wanted it to develop rapidly and at an early stage in its life to get its teeth into this bonus question. The Council intended to tackle the bonus from two angles—an increase in the amount and equality for men and women—but if it were also required to advocate the novel idea of bonus for dependants, that would create difficulties. Before putting it forward, it would be necessary to educate employers to Rotherham's point of view. Delegates must be realistic, and recognise the danger that, by advocating such a proposal, they might do injury to those who might hope to benefit by it. The proposal was on the lines of family allowances and should, he suggested, be financed nationally in the way suggested in the Beveridge report. For these reasons Mr. Bolton urged Conference to support the resolution but to oppose the amendment, and this Conference did, rejecting the amendment and adopting the resolution unanimously.

WAR PENSIONS

Appeal to Government Urged

Next came the Metropolitan district resolution expressing the view that pensions should be granted to the dependants of all members of H.M. Forces who died whilst on service, whether death was caused by wounds or illness, and inviting the N.E.C. to urge the Government to introduce legislation to this end and also to cover all men and women invalided out of the service. Before calling on the mover of the resolution, however, the chairman asked Conference not to vote on it, but to leave it to the N.E.C. The Council was in full sympathy with the idea behind the resolution but, whilst it was a matter of concern to many members, its scope extended far beyond the ranks of NALGO. It was a national issue upon which independent action by NALGO would be less effective than concerted action in co-operation with other organisations. If the resolution were left with it, the Council would co-operate with these other organisations and would join in any movement designed to secure the objects desired by the Metropolitan district. Conference agreed to this suggestion without a debate either on the resolution or on the four amendments submitted to it.

J. STOCKLEY, Acton, then moved the resolution in the name of his branch and the Metropolitan district asking the N.E.C. to report on the desirability of endeavouring to secure amendment of the 1937 Superannuation Act to give an officer the opportunity of retiring on pension at 60 provided he had completed

30 years' service, or at any time after he had completed 40 years' service, and to introduce other reasonable changes, and especially provisions on the lines of those contained in the Teachers' Superannuation Act, 1925.

Thirty years—half as long again as a life sentence—was, Mr. Stockley suggested, a reasonable limit to fix as qualification for retirement at 60. Although the idea of retiring on pension before 60 was revolutionary, he felt that an officer who had completed 40 years had earned his pension. There were certain marked differences between the local government officers' and teachers' pensions schemes, he continued, which the N.E.C. should examine when it was considering amendments to the 1937 Act. By and large, he felt, the teachers had a better Act.

H. C. HAMPTON, Acton, seconding, suggested that the several amendments suggesting other or alternative improvements in the Act should likewise be referred to the N.E.C. For the Council, P. H. HARROLD, hon. solicitor for England, accepted this suggestion, and Conference agreed.

Compensation for Injury

J. E. BUTT, Fulham, moved a resolution instructing the N.E.C. to take early steps to secure by legislation powers for all local authorities to pay compensation for death or injury to their officers arising out of their employment (on the lines of section 92 of the London Government Act, 1939) and in the meantime to encourage local authorities to make the payment of such compensation a condition of service. Adoption of this policy, Mr. Butt argued, would clear away the anomaly that, whereas local authorities were compelled under the Workmen's Compensation Act to safeguard the interests of officers earning under £420 a year, officers earning more than £420 were normally denied compensation in the event of injury or death resulting from their duties.

P. H. HARROLD, hon. solicitor for England, asked that the resolution be referred to the Council. While it supported the principle of the resolution, there were, he explained, difficulties about the second part, which implied asking local authorities to do something before they had the power to do it, and the matter clearly required fuller consideration. Once again, Conference agreed.

TECHNICAL SOCIETIES

Dual Membership Plan

Fulham came to the microphone again with the next resolution, moved this time by O. A. W. TRENDEL, instructing the N.E.C. to open negotiations with the associations catering for technical workers to facilitate dual membership of and co-operation between them and NALGO. Its object, he explained, was to obviate the danger that the increasing tendency for technical workers in local government to band themselves together in specialist organisations might break down the membership of NALGO into a number of craft associations. Fulham was prepared to accept the Leeds amendment to include professional as well as technical associations in the resolution.

On the suggestion of H. ALLEN, who explained that the Council sympathised with the object of the resolution and was already discussing dual membership with the societies in the NALGO Consultative Committee, Conference agreed to refer both resolution and amendment to the N.E.C. for consideration and report.

At this stage, the chairman, to a burst of enthusiastic cheers, offered a warm welcome to two old NALGO friends, DINGLE FOOT, M.P., Parliamentary Secretary to the Ministry of Economic Warfare, and Mrs. Foot.

Mr. Foot, after referring to his pleasure at

seeing so many familiar and always friendly faces, recalled that the last time he attended a NALGO Conference was in May, 1940, when the Norwegian campaign was drawing to an end, the German attack on Western Europe had just begun, and we were entering on the period of total war. That was a new kind of war in which any small weakness anywhere on the home front would be hardly less fatal than a weakness in the front line.

For the past three years it had been part of his job to follow developments on the German home front. As was to be expected their preparations were more thorough than were ours. In methods of administration as in their armaments the Germans started the war with a very considerable advantage. Even now it would be a mistake to think that the comparison had turned to our advantage. The Germans were a highly efficient and painstaking race. Nevertheless, he believed that when the final collapse came in Germany, as it would come, it might well be due to the fact that the machinery of government, both national and local, was no longer capable of carrying the burden imposed upon it.

THE "LEADER STATE"

—Yet Lacking Leaders

It had been apparent for a considerable time that one of the principal shortages on the enemy side was the shortage of trained administrators and of people with the aptitude to take over the business of administration. It was a remarkable fact that nearly two years ago the Nazi regime was compelled to recall into the public service even those people who had been expelled on political grounds in 1933 when Hitler first came into power. As long ago as April, 1941, there appeared in one of the leading German newspapers a most significant admission that: "The Reich has grown so great, and its tasks have increased to so vast an extent, that the people who deal with them cannot keep up with them. We are entering on a period of grave shortage of people able and fit to lead. Common labour is always plentiful, but leaders are a gift from Fate which one cannot organise, but only select, cultivate and promote."

Here was a State, Mr. Dingle Foot continued, built up on the "Leader Principle," a State which had adopted a system calculated to produce leadership and people capable of leading; yet after the war had been on for only two years it was complaining of the shortage of leaders.

This was no accident. It was a logical result of the Nazi system itself, which for ten years had degraded its schools, its culture, and all its training institutions into mere agencies of propaganda, which had based promotion in the government service, both national and local, not on efficiency but on party orientation.

Britain's Power of Recovery

We, too, had had to contend with a manpower shortage, and we had made many mistakes. But in these war years, far more than in the years preceding them, the people in this island had shown a capacity for leadership and organisation without parallel in our generation. From this we could draw the conclusion that those who lived under free and democratic institutions showed an immense power of recovery.

A power of recovery, however, was not enough and he hoped that at the end of the war we would undertake a thorough and whole-hearted overhaul of our machinery of government, both national and local. For many years we had shown a complete unconcern with constitutional and organic questions. We had neglected to inquire whether the structure of government was

capable of bearing the burden imposed upon it, and had lost interest in our institutions. In the years between the wars there were three reports dealing with the machinery of government—the Haldane report in 1919, the report on Ministers' Powers in 1932, and the Hadow report in 1933. Each of these was an admirable and exhaustive document which contained the most valuable suggestions for the reform of our governing system—but each was practically a dead letter from the moment it was published.

"Government by Indifference"

It was nothing exceptional that these three reports had been pigeonholed—the same thing had happened in almost every branch of our national activity. It was true in the sphere of national government, and it was true even more so in that of local government that when action was taken and changes made it was not because the public demanded it, but simply that the public did not object because it was not interested—we had government not by the consent but by the indifference of the governed. That was something to which we should put an end. The war had shown that the people of Britain possessed immense resources of energy, ability, and enthusiasm; and when it was over we need never despair of accomplishing anything if only we could find the way to employ those qualities in the endless adventure of democratic government and the working of free institutions.

D. J. OSBORNE, Yorkshire district, moved a vote of thanks to Mr. Foot in a speech that was a model of brevity, wit, and delivery. NALGO members, he said, were a curious tribe. For 363 days of the year they were exposed to the abuses and obloquies of harassed ratepayers, and for the remaining two they assembled in the most unsuitable premises in London (heartfelt "Hear, hear" from many parts of the hall) and proceeded to insult themselves. "It is suitable," Mr. Osborne concluded, turning to Mr. Dingle Foot, "that you should come amongst us, for you are by now almost one of ourselves. I say 'almost' advisedly—for had you been here on Saturday you might have found yourself affiliated to the T.U.C. (loud laughter) and we should thus have created a major crisis in the Cabinet."

A WEEKLY JOURNAL

To Educate Democracy

W. F. BARKER, West Cornwall, appropriately followed Mr. Foot's inspiring call to end popular apathy towards democratic government by moving his branch's motion instructing the N.E.C. either to buy a local government publication or publications or, alternatively, to make arrangements to establish a weekly journal dealing with local government. Its object, he explained, was to further a vigorous public relations policy after the war. NALGO should have a weekly journal that could be put on the bookstalls and into the schools.

A. S. ROBERTS, Bermondsey, seconding, declared that both the local government officer and the service needed a voice the public could hear. That did not imply any criticism of the present official journal. But that journal was largely confined to members, and did not go far outside the service. NALGO needed a popular weekly journal that would assist in enlightening the present unenlightened democracy. All officers knew how the service suffered from councillors who did not know their job, who were put in to represent sectional interests, and who had little notion of their real functions. A vigorous and popular journal would provide one of the finest vehicles of public relations through which the local government service could play a part in educating the public to the responsibility of citizenship.

No Direct Election of 'Under-£300s' to N.E.C. 413

Replying for the N.E.C., J. H. WARREN, chairman of the public relations committee, while agreeing with the object of the motion, asked that it be withdrawn, on the ground that the Council already possessed authority to carry out the objects West Cornwall had in mind. In 1936, Conference had passed a resolution expressing the opinion that it was of vital importance and in the best interests of the service and its officers that the Association should possess a publication or publications through which public thought on local government might be directed, and instructing the N.E.C. to acquire one.

In the light of that resolution, negotiations for the purchase of a local government



THE PLATFORM—as Manchester sees it—

publication were opened in 1936 and again in 1939. They collapsed for reasons which had nothing to do with NALGO, and since 1939 the war had made it necessary to shelve the plan for the time being. Were the Association to acquire an outside journal now, paper control regulations would make it impossible to expand and develop it. They were ready to try again at the earliest possible moment.

Mr. Barker, however, was unwilling to withdraw the resolution, and G. W. PHILLIPS, Walthamstow, while agreeing with Mr. Warren's suggestion, contested Mr. Roberts' strictures on the members of local authorities. Councilors and the service as a whole, he declared, had done and were doing a grand job for the people they had set out to serve, and it was wrong to criticise them and thereby to insult people who had shown an interest in local government. On a show of hands Conference, seeing no point in repeating a mandate already given, rejected the motion.

HOLIDAY CAMPS

Relatives to be Admitted

A. E. ODELL, Metropolitan district, then introduced a resolution urging that, when consideration was given to the re-opening of holiday camps, the rules should be amended to permit a member to take a dependant relative in the same way as a married member was allowed to take wife or husband. Many single members, he explained, particularly women, living with dependent relatives, felt it rather selfish to go away on a holiday to a place where the relative could not accompany them.

For the N.E.C., A. B. DAY, chairman of the special activities committee, asked that this be referred to the Council, but at long last Conference decided to make a show of independence and rejected this suggestion, adopting the resolution instead.

F. A. LYNDON moved the Whitley and Monkseaton resolution recommending that the railway or other travel fares of branch delegates to Conference should be pooled. This plan, he said, had been before Conference several times before, but he felt that the present was an appropriate moment to appeal again to delegates to adopt such a common-sense solution of what was for many small branches a serious annual problem.

P. W. BOND, Coudon and Purley, moved an

amendment suggesting that railway fares and subsistence allowances of branch delegates be paid out of the Association's funds and that, to provide the money, the amount of subscription income retained by branches be reduced from 35 to 33½ per cent. Every branch, however small, he argued, should have an opportunity of sending a delegate to Conference. It was easy for the big branches to afford the cost of representation, but difficult for some of the smaller branches.

G. LLEWELYN, chairman of the finance committee of the N.E.C., opposed both resolution and amendment. While admitting that the schemes were attractive, he said that previous experience in the pooling of fares, which was tried in 1928 and 1929, had shown that it caused an amount of trouble altogether out of proportion to the small benefits obtained—and to-day the burden would be much heavier.

The amendment, Mr. Llewelyn continued, would cost the Association about £3,000 a year. It involved a radical change in the Association's policy of leaving the responsibility for managing a proportion of the subscription income to branches. Small branches were already assisted from central funds, and the N.E.C. considered that they should retain control. Conference agreed, rejecting both resolution and amendment.

PLEA FOR "LITTLE MAN"

Representation on N.E.C. Urged

J. WHITESIDE, Darwen, having been refused permission to amend his branch's resolution asking that representation on the N.E.C. of members under 35 should not be less than one-third, formally moved it, solely, he explained, to permit of a debate on Manchester's amendment to it.

This, moved by A. F. HUTT, urged that fuller representation of the majority of members would best be achieved on a wage basis, and accordingly asked that, in future elections, not less than five members should be elected solely from members of the Association in receipt of a salary of £300 or less.

Today, Mr. Hutt declared, 70 per cent of all NALGO members were earning under £300, yet not one of them sat on the N.E.C. The NALGO machine was dead against the "little man." While the N.E.C. contained many able men, it was also carrying passengers and "dead wood." Why should not those who both worked and paid have a chance to fire the guns they provided? Most of the members who were now fighting were among the under-£300's and were not represented on the Council. Now was the time to open the gate to them—and if Conference did not do it now, they themselves would do it later.

S. E. SHALLICE, Manchester, seconding, argued that there would be many post-war problems for those earning £300, and for that reason alone they should have direct representation on the N.E.C.

H. LANGFORD, Essex, opposing, vigorously challenged Mr. Hutt's suggestion that the N.E.C. contained dead wood. Though he himself was one of its foremost critics, he believed that in it the Association had a body of men and women who gave endless service. He considered that the Council should contain men who were neither chief officers nor were earning £300, but he disagreed with Manchester's method of getting them there. There was today nothing to prevent the 70 per cent of members earning under £300 electing the whole of the N.E.C. if they wished. The sole criterion for election should be ability.

W. D. MORRIS, Staffordshire Potteries Water Board, speaking as an under-35, averred that they did not want any rosy path to the platform. His solution was to give younger members a better chance in the work of the Association and to urge chairmen of branches

and districts to encourage younger members to take a livelier part in meetings.

H. AUGHTON, Stalybridge, introducing himself as aged 35, height 5 ft. 8 ins., earning £600 a year and getting a little over £300, supported the Manchester amendment on the ground that it would help him, as chairman of his branch, in dealing with refractory members who thought that he was largely responsible for appointing the N.E.C. There was in the Association today, said Mr. Aughton, a feeling that the "little man" did not have his case stated as fully as it might be. Any arrangement that would make the Council more representative of members and more democratic would be valuable. They wanted to see



—and as Stalybridge would like to see it.

a less ambassadorial and more aggressive platform.

H. JONES Cheshire county, also introducing himself as under 35, opposed the amendment. If the Council did carry passengers as had been alleged, he said, members had only themselves to blame, since they had put them there. But it was grossly untrue to describe any members of the present Council as moribund—especially after this year's annual report. There were men of great ability on the platform—and in his speech on affiliation to the T.U.C., E. L. RILEY had given the lie to the argument that the N.E.C. did not stand for the rank and file. What they needed on the Executive was people of all types, the diplomatic and the aggressive. Neither age, position, nor salary should be the essential qualification, but ability only. He refused to believe that a young man could not get there. On a show of hands, the amendment was defeated and Darwen withdrew its resolution.

HIGHER SUBSCRIPTIONS

"Goods Delivered—Cash now Needed"

Then Conference settled down to the second big issue on the agenda after affiliation—the debate on proposed increases in Association subscriptions. J. YOUNG, South Eastern district, opened it by moving the resolution in the name of the district and the Kent county branch, to rescind last year's resolution deferring revision of subscriptions until the end of the war, recommending, as a temporary measure, an increase, from November 1, 1943, of 20 per cent in all subscription rates except that for retired members.

In view of the march of events, said Mr. Young, Conference could not allow the present position to continue. The temporary scheme he proposed was the simplest yet advanced, and would provide few headaches for branch treasurers. The increase, even though it lacked the death benefit and free legal aid policy with which the N.E.C. had baited its line a year ago, was fully justified, for the Council had done much fishing of its own during the year, and some of the catch was now on the table—the Bolton judgment; the Rushcliffe report; the progress towards a revived Whitleyism; the successes before the National Arbitration Tribunal; and the acceptance by the National Whitley Council and many local authorities of

414 Full Report on Financial Position Next Year

payment for overtime. Not least of its services, the Council had saved NALGO from the jaws of the T.U.C. Speakers who opposed an increase in subscriptions a year ago had made the extraordinary demand that NALGO should follow a "cash on delivery" policy, the N.E.C. being required to deliver the goods before members would pay for them. Well, the Council had delivered the goods—and he challenged any delegate to name another trade union with a better record in the past twelve months. The Association was now well on the map, and it was the job of the Conference to keep it there. They had the machinery, and all that was now needed to ensure that every local government officer had a reasonable salary and conditions of service was to keep it rolling by providing, very soon, more paid organisers.

Apart from that, the Association must prepare for the future. Sooner or later, Mr. Young warned delegates, attacks would be made on the local government officer's painfully achieved standards of living, and to protect those standards the Association would have to fight, nationally and locally. Now was the time to build up a reserve for that fight. What sort of outlook did members have if they could—as many cheerfully did—spend a pound a month more than before the war on cigarettes, while refusing to spend another threepence a month on NALGO?

N. W. BINGHAM, Kent County, formally seconded and C. W. STEEDMAN, Torquay, supported. It was impossible, declared Mr. Steedman, for NALGO to give more goods before it had the money. The small branches, for whom he spoke, were in the greatest need of support from paid organisers.

"Not Necessary—Yet"

A. F. HUTT, Manchester, after obtaining from the platform a ruling that rejection of the first part of the South Eastern and Kent motion would involve automatic rejection of all the following motions and amendments on Subscriptions, declared that this was an issue which could be judged only on necessity. There was no such necessity to-day. Manchester believed in more organisers, and it agreed with the four appointments recently made. But, with a surplus of £7,000 last year, the Association could well afford that without any increase in subscriptions.

It was a fallacy, Mr. Hutt argued, that subscriptions went in the main to organising work. Last year, for example, out of a total salary bill of £38,500, just over £9,000 went to the salaries of divisional staff, while of a total expenditure of £62,000 only £15,000 went to divisional organisation.

At present, he thought, an increase in subscriptions would not bring in the more money that the N.E.C. said it wanted. Manchester had 138 collectors and they had all told him how difficult it was nowadays to get in subscriptions; members would resign or go into arrears rather than pay.

A. S. GARNETT, North Western district, also opposing, declared that his district remained, as last year, resolutely opposed to higher subscriptions until they were shown to be justified. When the balance had been used up and more money was really needed, the North West would be as ready as any area to provide it.

N. W. BINGHAM, Kent County, supporting the resolution, complained that, while delegates showed confidence in the N.E.C. on other issues, they always had cold feet on this one. They knew they were getting NALGO on the cheap, they admitted that it was delivering the goods, but they had not the courage to tell their members that they must pay another penny or two a month.

G. LLEWELYN, chairman of the finance committee, said that the question was simply

one of fact: did the Association need a greater subscription increase or did it not? The argument that it did not was based mainly on last year's surplus of £7,000. It was true that they had a surplus on December 31—but that had all been mortgaged by now. Moreover, as the hon. treasurer had told Conference, £3,000 of that £7,000 related to the previous year, consisting of money branches had failed



"Glasgow . . . had a reserve of £3,000."

to return in time. This year, thanks to the effort put forward by branch treasurers, returns had been made promptly, and the Association would not benefit from a similar hangover—possibly the first hangover from which members had got any benefit!

They had heard a lot about the Bolton judgment. Had the Association gone down on that, it would have cost it round about £5,000, and he asked Conference seriously to consider whether it was wise for an Association of this kind to be working on so narrow a margin.

But Conference would have none of these arguments and rejected, on a show of hands, the first part of the motion seeking to rescind last year's decision to defer all consideration of higher subscriptions until after the war. The vote, however, seemed to be a close one—no count was taken—and H. ALLEN, declaring that, as chairman of the service conditions committee, he had to deliver the goods this year and needed the money with which to do it, rose to demand a card vote. There was immediate uproar. Many delegates rose to support the demand for a card vote, others loudly proclaimed that it was out of order, and for a moment confusion raged—until the chairman abruptly silenced it by announcing that he proposed to take next business. The storm subsided as quickly as it had arisen.

In view of the decision, a Croydon amendment suggesting a compulsory levy on all permanent officers not in the Forces; the revised scale submitted by the Metropolitan district; and amendments to that scale proposed by the West Suffolk and district, Glasgow, Croydon, and Southall branches, all collapsed. The chairman did, however, allow Halifax to bring forward its resolution instructing the N.E.C., in view of the need for an increase in the organising staff, to prepare a scheme including, if necessary, an increase in subscriptions, for submission to next year's Conference.

Moving this, W. FOGG declared that his branch had 99 per cent confidence in the N.E.C. and full confidence in the existing organisers; indeed, they believed that no association could be better served. But an increase in the number of organisers was urgent. Another year would, he hoped, see us at least in sight of the end of the war. That would bring big problems—among them the Beveridge scheme, the reconstruction of local government, and the adoption of the internal reforms recommended in the "Blue-

print for a stronger NALGO," which had been considered by branches and district committees. All these problems called for review, and for concrete plans and proposals.

After E. MOORE, Halifax, had formally seconded, H. H. YEA, Southern district, moved an amendment making the revolutionary suggestion that, to provide the N.E.C. with more funds immediately, the rebate of subscription income to branches should be reduced from 35 to 25 per cent for the duration of the war. His district, he said, supported the Halifax resolution, but wanted to strengthen the hands of the N.E.C. in the meantime.

M. GODDARD, Bucks county, seconding, urged Conference to face the fact that the Association must have the resources and reserves to cope effectively both with war problems and the problems which would come after the war. Now was not the time to increase subscriptions, but there were other ways of finding the necessary money and this was one of them. It would provide the N.E.C. this year with £12,500—and that sum would be of much more value to members generally were it in the hands of Headquarters than were it to remain in branch reserves.

Glasgow's £3,000 Nest-Egg.

S. H. BRODIE, N.E.C., speaking from the floor, supported the amendment, urging that a reduction in the amount of money allowed to branches would not jeopardise their position. Glasgow, he revealed, already had a reserve of £3,000 and he could not see why it or any other branch should amass such reserve funds, since it was the Council that did the Association's work. Most branches could easily carry on with 25 per cent of their subscription income—with some relaxation for county and scattered branches.

For the N.E.C., however, H. ALLEN opposed the amendment and invited support for the resolution. Today, he said, NALGO members were making a first-class journey on a third-class ticket—no other trade union was getting such results for its members. The Council was going to spend a tremendous lot of money this year, and he wanted a chance to come to Conference next year with an account of how it had been spent and with recommendations for the future. Conference should be prepared to face the cost then—but should not rob branch kitties in the meantime.

H. LANGFORD, Essex county, also opposed any reduction in the rebate to branches, pointing out that county branches in particular would be unable to exist on less than they had now. Delegates, satisfied that their pockets were safe for another year at least, rejected the amendment but approved the resolution, despite Mr. Allen's warning that the bill they would then have to face might be a big one.

But they had not yet finished with subscriptions, for C. A. JOHNSON, Southall, followed with a resolution to make the present voluntary contributions to the Benevolent and Orphan Fund compulsory upon all members. In view of the decision on subscriptions, he announced, his branch was prepared to accept the West Ham amendment, suggesting that membership of NALGO should automatically include membership of the B. and O. Fund, and that, when revised subscriptions were next considered, they should incorporate a contribution to the Fund. J. E. PERCIVAL, Southall, seconded, and Conference adopted the West Ham amendment without further debate.

Subscriptions of members on war service—at present based on the amounts, if any, they receive from their local authorities—came up for review again on a motion by the Chester City and Hertfordshire branches, suggesting that these members should be relieved of payment of subscriptions for the duration of their

service. Moving this, R. WALLEY, Chester, urged that members in the Forces should not be bothered for subscriptions when they were fighting. Many serving members were now badly in arrears and, after the war, the amounts they owed would probably have to be written off.

P. J. SCRIMSHIRE, Herts county, seconding, declared that the future of the Association depended on the attitude towards it of the 25 per cent of members now in the Forces. It was anomalous that a man who had received a commission and was thus being paid as much as, or more than, he earned in civil life should pay no subscription, whereas the man who was only a private would have to be asked after the war to pay up his arrears.

H. S. BAILEY, Manchester, opposing, urged Conference not to rob the serving member of his independence. He wanted to pay a subscription and they should let him do so.

T. SPENCE, Dunbartonshire, told Conference that his branch was meeting out of branch funds the subscriptions due from its members in the Forces. The best service which members still in civil employment could do for their colleagues in the Forces and to branch treasurers was to accept the resolution.

Replying to E. HAWKSWORTH, Leeds, who confessed that only 25 out of 400 serving members in his branch were paying subscriptions, G. LLEWELYN, N.E.C., announced that at present 14,000 members in the Forces were paying subscriptions, 14,900 were not paying, and 5,000 were not eligible to pay. If those now paying were excused, the cost to the Association would be £5,500 a year.

H. A. JURY, late of the N.E.C., who received a warm cheer from Conference when he appeared at the microphone wearing R.A.F. uniform, declared that members in the Forces did not want their membership for nothing, but they did want to know where they stood and they had difficulty in keeping in touch with branches. "My own R.A.F. pay," he said, "is more than my civil salary. Why should I, because of that, get my membership for nothing? I neither deserve nor want it."

Conference supported this view and the motion was lost.

ONE RATE FOR ALL "Only Commonsense Solution"

M. GODDARD, Bucks county, followed with his branch's resolution that in future subscriptions paid by members on war service should be 5s. a year irrespective of any amounts received from a local authority. This, he said, was the only commonsense solution of the problem.

Conference approved the resolution by 318 votes to 279, agreeing to include in it a Staffordshire amendment defining war service in the terms of the Local Government Staffs (War Service) Act, 1939.

E. REDSHAW, Leeds, followed with a proposal that the result of any ballot of members taken by resolution of the Association should be binding on the Association if two-thirds or more of the total number of votes cast were in favour of the proposition. Conference having rejected his suggestion that a Liverpool amendment, referring the proposal to the N.E.C. for consideration of its implications and report to next year's Conference, might be taken as the notice of motion, Mr. Redshaw led discussion to other speakers.

J. P. PHOENIX, Liverpool, moved the Liverpool amendment in a witty maiden speech. He had learned much, in his first Conference, of the working of NALGO democracy, he said. Its representatives were in a hurry, and they apparently considered that the best method of running the Association was to elect a body of men and women to do their work for them—and then to assemble once a year to throw bricks at those they had elected. (Laughter).

The T.U.C. ballot, Mr. Phoenix continued, had caught Conference on the hop, and E. L. RILEY, playing the part of the fat boy, had made its flesh creep. After his speech, delegates said to themselves: "Well... perhaps... that is—this is where we go out to

NALGO'S NEW COUNCIL

Owing to increases in membership and an exceptional number of retirements, the N.E.C. this year is bigger and contains more new members than at any time in its history. The result of the election for honorary officers and the council, with the votes each received, is given below (the names of new members being printed in italics):

HONORARY OFFICERS

PRESIDENT: C. A. W. Roberts, unopposed.
VICE-PRESIDENTS: A. A. Garrard, 90,389; F. H. Harrod, 88,898.
HON. TRUSTEES: A. G. Bolton; G. Llewellyn; A. Pinches, all unopposed.
HON. TREASURER: S. Whitehead, unopposed.
HON. SOLICITORS: England, P. H. Harrod; Wales, D. J. Parry; Scotland, R. McGill, all unopposed.

NATIONAL EXECUTIVE COUNCIL

Metropolitan—E. A. S. Young, asst. director of edcn., Willesden, 16,323; A. Pinches, chief rate collector, Croydon, 14,455; A. A. Garrard, secretary, edcn. cttee., East Ham, 13,799; A. E. Odeh, cttee., clerk, Southwark, 12,655; W. Strother, engineer and surveyor, Bethnal Green, 11,719; G. W. Phillips, supt. attendance, etc., dept., Walthamstow, 10,058; F. E. Cox, asst. area welfare off., L.C.C., 9,214; R. D. Brown, chief clerk, engineer's dept., Barking, 8,193; H. Blizard, cttee., clerk, Hendon, 7,117.

North Western and N. Wales—E. L. Riley, supt. of lettings, housing dept., Liverpool, 20,686; H. Russell, chief clerk, gas dept., Stockport, 20,646; L. H. Taylor, first cttee., clerk, Salford, 20,211; A. B. Mills, director of edcn., Swinton & Pendlebury, 19,899; J. H. Tyrrell, deputy public assistance officer, Lancashire, 18,635; E. H. Mason, train supt., transport dept., Manchester, 17,046; F. Sharpe, admin. asst., electricity dept., Oldham, 16,592; W. Rowlands, chief financial off., Rhyl, 15,499; A. Clark, chief admin. asst., engineer and surveyor's dept., Bolton, 13,301.

North Eastern—J. Y. Fawcett, chief cashier, South Shields, 6,322; F. Bainbridge, cttee., clerk, Durham C.C., 5,314; R. E. Heron, chief asst. director of edcn., Sunderland, 3,215.

Yorkshire—H. Allen, sen. asst., treasurer's dept., West Riding, 12,405; A. G. Bolton, sen. accountancy asst., Harrogate, 12,371; T. Nolan, chief clerk and accountant, electricity dept., Leeds, 11,995; D. J. Odgers, dep. town clerk, Barnsley, 8,913; H. Norton, asst. claims supt., transport dept., Sheffield, 8,156; W. R. Beevers, hospital steward, Sheffield, 7,828.

East Midland—J. Pepper, sen. cttee., clerk, Nottingham, 7,910; H. Joyce, city treasurer's dept., Lincoln, 6,657; J. Chascoe, town clerk, Kettering, 5,792; J. L. Holland, secretary for edcn., Northants, 4,704.

West Midland—F. H. Harrod, director of edcn., Coventry, 7,284; H. Taylor, dep. town clerk, Stoke-on-Trent, 6,521; H. R. Jones, accountancy asst., treasurer's dept., Wolverhampton, 6,501; W. E. Veasey, city treasurer, West Bromwich, 3,894.

Eastern—E. F. Bacon, chief off. for juvenile welfare, Norfolk, 5,708; A. Denton Ogden, chief sanitary insp., Chelmsford, 4,642; W. E. Hudson, dist. edcn. off., Essex, 3,043.

South Eastern—W. O. Dodd, dep. town clerk, Brighton, 4,743; J. Young, clerk, Kent C.C., 4,170; W. A. N. Baker, chief sanitary insp., Maidstone, 3,599.

Southern—E. R. Davies, dep. clerk, Berks C.C., 3,745; D. L. Griffiths, town clerk, Aldershot, 3,035; J. H. Warren, town clerk, Slough, 2,369.

South Western—T. T. Shears, sen. off., clerk's dept., Devon, 5,531; C. Newman, town clerk, Exeter, 5,531; R. J. Roddis, town clerk, Penryn, 2,202.

S. Wales and Mon.—G. Llewellyn, chief clerk, finance dept., Monmouth, 4,734; R. Williams, dep. treasurer, Gellygfa, 4,554; L. B. Jones, clerk and steward, Hensol Castle, M.D. Colony, Glamorgan C.C., 4,174.

Scottish, Glasgow area—S. H. Brodie, clerk, Glasgow, unopposed; East and North Area—R. Adams, clerical asst., Edinburgh, 1,603; South and West Area—J. Brown, chief cttee., clerk, Lanark, 1,467.

Women Members—Miss L. Stansfield, admin. off., air-raid welfare dept., Manchester, 80,702; Miss E. Dawson, senior clerk, edcn. dept., Leeds, 61,843.

lunch." The N.E.C. could be used as a place in which to get work done, or as a pigeon-hole in which to let dust accumulate; but a motion of this kind, with so many implications, was not one which a Conference of 900 delegates could determine. Only a Committee could deal with it successfully. "A ballot is a fickle

jade," he declared. "Last year you flirted with her—and the result was an affiliation order. Mr. Bailey of Manchester thought that the N.E.C. was to blame; but the N.E.C. left Riley to hold the baby." (Loud laughter.)

W. T. JARVIS, Mid Surrey, urged delegates not to make of the ballot a stick with which to beat themselves. Conference was the only place where policy could be decided, and if delegates adopted the Leeds motion they would be depriving themselves of the power they now possessed.

E. G. ARISS, Manchester, supporting the Manchester amendment, told delegates that the only time he wanted the two-thirds majority rule applied was when he was in the dock and the judge was about to put on the black cap.

Conference adopted the Liverpool amendment, referring the Leeds resolution to the N.E.C., with the result that subsequent amendments from Croydon, Stepney, and Monmouthshire fell unconsidered.

There remained only the formal resolution from the N.E.C. authorising it to decide the date, time, and place of next year's Conference. In approving this, Conference, clearly not agreeing that "tasks in hours of insight willed Can be through hours of gloom fulfilled," endorsed a heartfelt appeal from W. T. PITR-STEEL, East Ham, for more efficient amplifying apparatus, coupled with agedised calls from delegates for more comfortable seating.

NEW PRESIDENT Mr. Roberts Inducted

Discussion having thus concluded in a spirit of genial amity, J. L. HOLLAND, on behalf of his fellow ex-presidents, inducted the chairman and president-elect, C. A. W. ROBERTS as president of NALGO for 1943-4.

Mr. Roberts, he said, had already presided at two annual conferences, and delegates, with experience of the admirable way in which he had performed that difficult task, looked forward with easy minds to his presence in the chair a year hence. The man was worthy of the office, and his record was worthy of the man. Starting at the foot of the ladder, Mr. Roberts had found his way to the top as master of the biggest municipal hospital in Britain. It was he who, with Mr. G. Coster and Mr. S. Lord, brought the National Association of Poor Law Officers into NALGO—an amalgamation from which the Association had never looked back. His colleagues had learned to appreciate his frankness and straightforwardness, his sympathy, and his sane and sensible head; while recently he had astonished even them by his diplomacy and negotiating ability as staff side chairman of the Ruschcliffe committee—a position in which he had done noble service for NALGO.

Replying, Mr. Roberts confessed that the two days of this year's Conference had been the greatest days of his life. After thanking delegates for the honour conferred upon him, and the help and sympathy they had shown him, he urged them always to remember the dignity of their service and the need, in fighting for their rights, always to put their duty to the nation first.

Conference responded with unusual warmth to this speech from one of the most popular and successful presidents the Association has ever had, and joined with fervour in the singing of "For He's a Jolly Good Fellow." And so, after votes of thanks to all who had helped to make Conference a success—including J. Y. FAWCETT, who had arranged the Conference service at St. Martin's, the Rev. E. A. Loveday and the Rev. R. F. V. Scott who conducted it, and P. W. BOND and the members of the Metropolitan district social committee—and the singing of "Auld Lang Syne" and the National Anthem, the "free and friendly Conference" of 1943 came to an end.

ANCILLARIES' ANNUAL MEETINGS

All the NALGO ancillaries held their annual general meetings at St. Ermin's Hotel, London, on Sunday, June 13. The meetings are reported below.

LOGOMIA—New Savings Bonds Policies

PRESIDING at the fifty-second annual general meeting of Logomia, the chairman, Mr. S. Lord, in moving the adoption of the report and accounts, referred to the loss the Association had suffered by the death of Sir James Curtis. Sir James was a man of conspicuous ability who had served the Association as a director for 38 years.

Dealing with the business transacted during the past year, the chairman said: "We have every reason to congratulate ourselves on the fact that during the greatest war ever known we have slowly but steadily improved our position. The fire department, for example, issued 598 new policies, bringing the total number in force to 16,918 compared with 16,783 a year ago. Claims paid totalled £2,578 on 402 claims, and more than 2,300 policy-holders had free renewals. The Association obtained additional war damage cover for 3,502 policy-holders, and assisted members in lodging claims for war damage to private chattels.

"The first duty of the Board is, of course, to maintain the soundness of our financial position and we have again for the past year continued the policy of leaving the whole of the profits on the life, fire, and employers' liability business in those funds, thus swelling the reserves which are steadily mounting."

Referring to the increase in premium rates for life assurances, Mr. Lord said that the Association was not alone in adopting such a procedure; most first-class life offices had found it necessary to do likewise.

The past year had seen the development by Logomia of Savings Bonds assurances whereby a policy-holder unable to make substantial purchases of Bonds himself could, at the end of a given number of years—e.g., 15, 18, or 20—become the possessor of Savings Bonds purchased on his behalf immediately a policy under the scheme was issued to him or her and meanwhile, as a policy-holder, be entitled to life assurance protection.

Despite the fact that no active steps could be taken during the war to secure the inflow of new business, during 1942 the total net premium income increased by £708 from £95,644 to £96,352. The Association's total funds at December 31 last amounted to £706,685.

The surmounting of difficulties created by the War had not been an easy task and had involved much anxious thought and continual adjustment in the Association's methods and organization. Responsibilities had been related not merely to the prudent management of current affairs, but also to the far-reaching obligations to all policy-holders in the years ahead when policy moneys fall due on maturity.

The chairman paid tribute to local correspondents for the assistance they had given during the year; to Mr. L. Hill, who had been secretary of the Association for the past twelve years; to the members of the Board and Executive Committee; and to the staff.

Mr. G. W. Coster, M.B.E., vice-chairman, seconding the adoption of the report and accounts, called particular attention to the Savings Bonds schemes.

APPROVED SOCIETY—Benefits Increased

MR. A. BOWKER, vice-chairman of the Committee of Management, presided at the annual meeting of the Approved Society. Mr. Cartledge, as a trustee, presented the financial statement, showing the assets of the Society at £309,684 7s. 5d.

Mr. R. W. Coppock, chairman of the Committee of Management, presenting the annual report, pointed out that membership, at 34,000, showed a favourable increase—mainly as a result of the enrolment of 3,500 new members following the raising of the salary limit under the Health Insurance Act from £250 to £420 p.a. Thirty per cent of the membership were now serving in H.M. Forces.

Benefits paid during 1942 amounted to £24,181 17s. 11d. for sickness, disablement, and maternity, and £8,177 17s. 10d. for additional benefits. The Committee of Management had been able to increase the grants for dental benefit from 50 to 75 per cent of the total cost of treatment, and to restore the grants towards the cost of repairs to spectacles, and it was considering further increases in additional benefits.

Referring to the changes during the year in the administration of health insurance, Mr. Coppock pointed out that yearly contribution cards had been introduced from the contri-

tion would continue to be paid direct to the branch, and after it had been explained that the rule was considered essential from a legal point of view.

A resolution submitted by the Hertfordshire County branch to allow the cost of vaccines and serums applied or prescribed by a medical practitioner as a benefit payable under the Hospital and Nursing Home Scheme (Table III) was referred to the Committee of Management for consideration and report to the next annual general meeting.

Mr. S. Whitehead, borough treasurer of Hammersmith, was elected honorary treasurer and Mr. S. Lord, ex-borough treasurer of Acton, was appointed an arbitrator.

The statement of accounts and balance sheet, presented by the honorary treasurer, and the annual report of the Committee of Management, were approved and adopted. The following members were elected to the Committee of Management: Messrs. L. Bevan, Glamorgan; T. E. Brierley, Coventry; H. Charlton, Bolton; R. W. Coppock, Nottingham; A. C. Eaton, Blackpool; J. Frith and T. Nolan, Leeds; and L. H. Taylor, Salford.

The general secretary of the Association, Mr. John Simonds, was appointed secretary of the Society in accordance with Rules 19(4) and 24(1).

NALGO BUILDING SOCIETY

War Damage Contributions

"Members whose property is mortgaged to the NALGO Building Society are reminded that the Society may be liable for a proportion of the War Damage Contribution which was payable on July 1. They should apply to the Society immediately the contribution has been paid, and enclose the Collector of Taxes' receipt, which will be returned. The mortgage account number should be quoted in each case."

The retiring director, Mr. C. A. W. Roberts, M.B.E., manager of Waltham Hospital, Liverpool, was unanimously re-elected, and it was reported that Mr. S. Whitehead, borough treasurer, Hammersmith, had been elected by the National Executive Council of NALGO to fill the vacancy created by the retirement of Mr. W. H. Leigh-Smith. The N.E.C. re-elected as its representatives on the Board of Management Messrs. P. H. Harrold, F. Harrod, T. Nolan and J. H. Warren, in addition to Mr. Whitehead. The remaining directors elected triennially are Messrs. S. Lord, G. W. Coster, W. A. Shee, and W. H. Whinnerah.

With the retirement of Mr. L. Hill, secretary of the Society, they had lost a staunch supporter for whose work they were grateful, but he was sure that Mr. Hill's successor, Mr. John Simonds, was equally sincere, and they looked forward with pleasure to working with him.

Mr. C. A. W. Roberts, president of NALGO, was elected president of the Society, and Mr. John Simonds and Mr. J. B. Swinden were elected secretary and deputy secretary respectively. The following members were elected to the Committee of Management: T. E. Brierley, Coventry; S. H. Brodie, Glasgow; H. Counsell, Lancs. C.C.; S. Crawford, Salford; J. E. Crawshaw, Blackpool; E. G. Gentle, L.C.C.; J. M. Jenkins, Cardiff; W. F. Ottewill, Kent C.C.; R. W. Ramsey, M.B.E., Leicester; H. Summerskill, Liverpool, and F. Wise, Durham.

BUILDING SOCIETY

Position Stronger than Ever Before

MR. A. PINCHES, the chairman, presenting the annual report, said that the year 1942 marked the completion of ten years' working, three of which had been overshadowed by war-time conditions. As a result of careful management, the Society was today in a stronger financial position than at any time in its history. Reserve Funds had been increased from £41,468 to £70,688, and £607,000 had been invested in Government securities. It was hoped to give early attention to increasing advances.

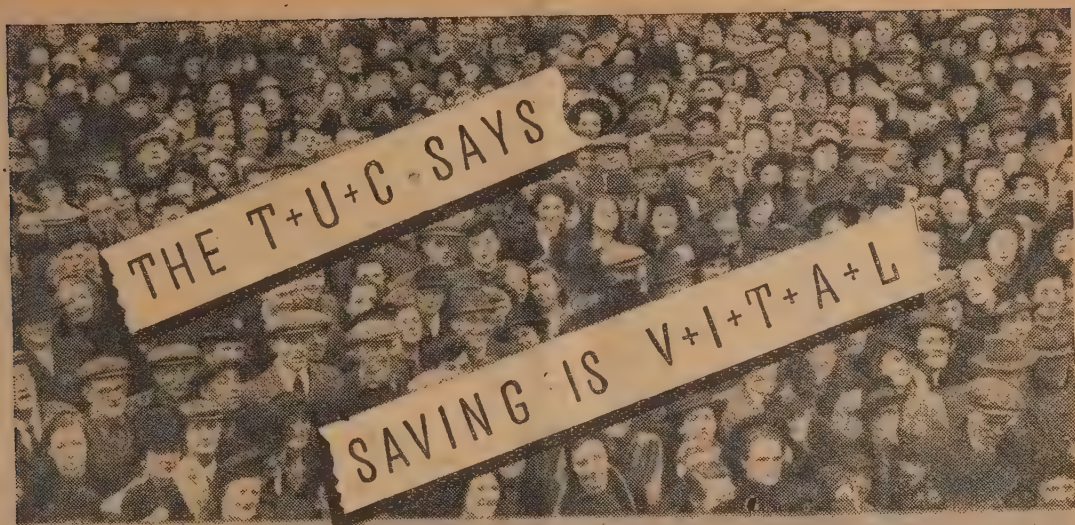
The hon. treasurer, Mr. S. Whitehead, presented the accounts, which were adopted. Messrs. T. E. Brierley, E. S. Johnston, E. V. Steer and A. Teale, were elected to the committee of management.

PROVIDENT SOCIETY—Return of Passbooks

MR. T. NOLAN, who was unanimously elected chairman of the Society, made the report promised at the annual meeting in 1942 on the procedure to be adopted in connection with the return of members' pass books after annual audit.

This pointed out that the instructions of the professional auditors must be carried out, and that in no circumstances could a pass book be returned to a local correspondent immediately after audit. It was recognised, nevertheless, that a difficulty arose where a member was serving in H.M. Forces, and the meeting agreed that the pass book of a serving member should be returned to the chairman, honorary secretary, or some other responsible officer of his branch, but not to the local correspondent.

It was agreed that rule 42, which deals with the position of members of the Society on war service, be continued until the next annual general meeting is held. Rule 24a, which gives power to the Committee of Management to appoint and remove correspondents, and to make regulations relating to their remuneration out of the funds of the Society, was approved after an assurance had been given by the secretary that the Committee of Management would not remove a correspondent before first consulting his branch and that remunera-



FACTS OF INTEREST TO YOU *ABOUT* **WAR SAVINGS**

WAGE NEGOTIATIONS

The employers' organisations have given an assurance that they would not use evidence of the ability of workpeople to **SAVE** as an argument against applications for wage advances.

MEANS TESTS

The Determination of Needs Act 1941 provides that War Savings, since 2nd September 1939 to the value of £375 for each person, shall not be taken into account in assessing means for purposes of Unemployment Assistance, supplementary Old Age Pensions and Blind Pensions.

Join the Savings Group where you work. Increase your subscriptions if you are already a member. If you don't know of a Group to join, set about forming one. Your local Savings Committee will help you.

FIFTEEN NEW MEMBERS for N.E.C.

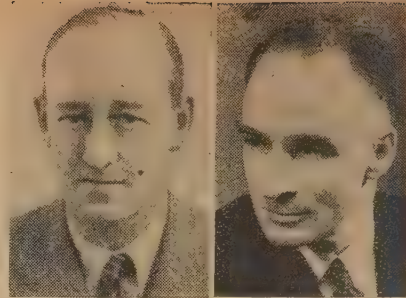
Below we publish brief biographies of the fifteen new members of the National Executive Council—the greatest influx of new blood it has ever known—together with photographs of all save H. Norton, whose features as “Jackass” are so well fixed in the mind’s-eye of readers that he is reluctant to dispel the fancy with the fact.

H. Blizard, administrative assistant and senior committee clerk, town clerk’s department, Hendon, was formerly at Pontypridd and Southwark. A member of NALGO throughout his service, he has been a member

chairman, chairman (1940-42) and a member of the regional Benevolent and Orphan Fund committee. He has been a member of the East Midland provincial council since last year.

Robert McGill, county clerk and treasurer to the joint county council of Moray and Nairn since 1939, was formerly solicitor and town clerk depute at Dundee, and has been a member of NALGO since 1928, first with the Dundee branch, and latterly with the Inverness branch. During his period at Dundee—where he was branch chairman for two years and a member of the Scottish district committee—he was largely instrumental in persuading the corporation to adopt the 1922 Superannuation Act, and to prepare a scheme to cover all officers and servants. In March last the N.E.C. nominated him for the position of honorary solicitor for Scotland in succession to the late Mr. G. S. Fraser, and the nomination was confirmed at the recent election.

H. Norton (well known to readers of LOCAL GOVERNMENT SERVICE as “Jackass”), is assistant claims superintendent in the transport department, Sheffield, where he has held successive posts since 1924. At nineteen he became departmental representative on the Sheffield executive, and has served continuously since, twice holding the office of deputy chairman, and for three years that of chairman.



R. D. Brown

H. Blizard

committees, and on the Yorkshire provincial council, including its salaries committee, and is now vice-chairman of the district reconstruction committee. Formerly well-known in Lancashire and Cheshire football circles, Mr. Osborne played in the first NALGO inter-district match between the North-Western and Yorkshire district at Rochdale in 1928.

John Pepper, senior committee clerk, Nottingham, has been a member of NALGO since 1911, serving as branch secretary from 1919 to 1936, departmental representative on the executive since 1937, vice-chairman in 1938, and chairman from 1940 to last year and is now branch secretary again. For two years he edited the branch magazine, *Public Officer*.

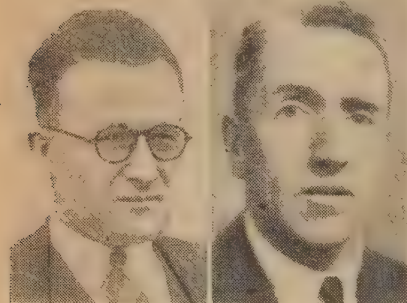
A member of the East Midland district committee since 1919, Mr. Pepper has been hon. secretary for the past nineteen years, a member of the regional Benevolent and Orphan Fund committee since 1934, and chairman of that committee since 1936. He has attended every conference save one since 1920.

G. W. Phillips, school attendance, bye-laws and welfare officer in the education department, Walthamstow, joined NALGO in 1922. He has been a member of his branch executive for about twelve years and was elected chairman in 1941, and president last year, now occupying both offices. He has served on the Metropolitan district committee for about ten years, and is vice-chairman of the general purposes sub-committee and a member of the education and reconstruction sub-committees.

Mr. Phillips has been a member of the North Metropolitan provincial council executive committee since 1940, and is on the executive committee of the National Whitley Council.

Roland J. Roddis, D.P.A. (Lond.), town clerk of Penryn, Cornwall, and clerk to Penryn harbour authority, has served with parish, rural district, urban district, borough and county councils. He is joint secretary of the Cornwall Association of Local Authorities, co-ordinating officer for after-raid services, mid-Cornwall area, and a member of the Devon and Cornwall Boroughs Reconstruction Committee.

Formerly president of the West Cornwall branch, Mr. Roddis is now vice-president, and a member of the South-Western district committee and the South-Western provincial council.



G. W. Phillips

J. Pepper

of the Hendon branch executive since 1933 and branch secretary since 1935. For the past ten years he has represented his branch on the Metropolitan district committee, on which he is a member of the general purposes, Whitleyism, reconstruction, and advisory sub-committees. Mr. Blizard attended his first Conference in 1927, and has not missed a Conference since 1935.

R. D. Brown, chief clerk to the borough engineer and surveyor, Barking, entered the service of the corporation in 1913. He has been a member of NALGO since 1914, and branch secretary since 1926. He is a member of the staff consultative joint committee, and has represented his branch on the Metropolitan district committee from 1925 onwards, during which time he has been a member of the general purposes, sports, education, Benevolent and Orphan Fund, and reconstruction sub-committees (for some time as chairman of the first two), and the area education committee. He has attended every Conference since 1925.

Herbert Joyce, superannuation officer, Lincoln, has been a member of his branch since 1923, and of the branch executive committee since 1924. He is now branch secretary and Approved Society correspondent, and was at one time Provident Society correspondent.

Mr. Joyce is vice-president of the East Midland district committee, of which he has been a member since 1930, and on which he has also served as a member of the executive, vice-



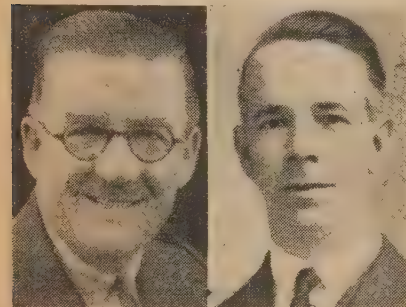
H. Joyce

A. E. Odell

A member of the Yorkshire district committee, he was for three years on its executive committee and has been a member of the staff side of the Yorkshire Whitley Council for the same period. Mr. Norton edited the branch magazine, *Guild Journal*, for six years.

A. E. Odell, committee clerk, Southwark, is well known for his work as secretary of the Metropolitan area education committee, on whose behalf he has organised many successful lectures, week-end schools, etc. Entering local government in 1921 on the staff of the Bedfordshire C.C., he has been secretary of the Southwark branch since 1927, and has attended every Conference since 1928. A member of the Metropolitan district committee since 1927, he was appointed chairman of the general purposes sub-committee in 1942. He is also secretary of the education committee, and a member of the reconstruction sub-committee. A member of the Institute of Public Administration, he sat for some time on its Council.

Derek J. Osborne, deputy town clerk and superintendent registrar, Barnsley, since 1937, after previous service at Salford and Southport, is joint secretary of the Barnsley branch. He has served on the Yorkshire district committee executive and on a number of sub-



W. Rowlands

R. McGill



D. J. Osborne

R. J. Roddis

William Rowlands, F.C.C.S., chief financial officer, Rhyl U.D.C., began his local government career in the treasurer's department, Zonway, in 1915, transferring to Rhyl in 1917, and attaining his present post in 1929. Joining NALGO in 1918, he has held most branch offices, including those of secretary and chairman. He is vice-chairman of the North Wales district sub-committee of the North Western district committee, and also sits on the general purposes committee of the district committee. A member of the North Wales provincial council since its formation, Mr. Rowlands was recently elected chairman of the staff panel and vice-chairman of the council. He has also been a member of the National Whitley Council since it was formed, and has been appointed to the new National Whitley Council, now in process of formation. He is also president of the Rhyl Rotary Club and a member of the Institute of Public Administration.

John S. Underwood, chief internal audit clerk, Blackpool, is one of the original members of the Blackpool branch, formed in 1907, and since 1919 has continuously held some office in the branch, including those of hon. auditor, hon. treasurer, vice-chairman, and chairman (1940-1942). He is at present vice-president and a co-opted member of the executive committee. In 1938, he was joint hon. secretary of the local committee for the Blackpool Conference, and has attended every conference since 1923. Mr. Underwood is hon. treasurer of the North Western and North Wales district committee, and has been a member of the Lancashire and Cheshire provincial Whitley council since 1936, sitting on the service conditions sub-committee.



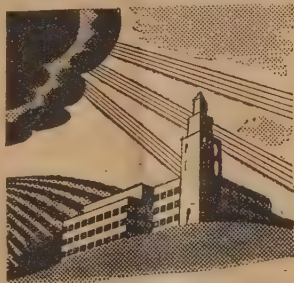
J. S. Underwood



S. Whitehead

J. Young, D.P.A. (Lond.), clerk's department, Kent C.C., has been a member of NALGO throughout the 23 years of his career in local government.

Mr. Young is vice-chairman of the Kent county branch, chairman of its war emergency sub-committee, a member of the staff joint committee; vice-chairman of the South-Eastern district committee; and a member of the Southern Home Counties provincial council. He has attended fourteen Conferences, the last two as a delegate of the South-Eastern district committee. Before joining the Kent county branch, he served successively as secretary of the Stretford and Dewsbury branches and a member of the North-Western and Yorkshire district committee.



Post-war Prosperity— THE TRUE FOUNDATION

MOST of us are thinking a good deal about the sort of world we are going to have after the war. We have made up our minds that it has got to be a better world.

One of our best hopes for the future lies in the splendid state of the country's health under the stress and strain of war.

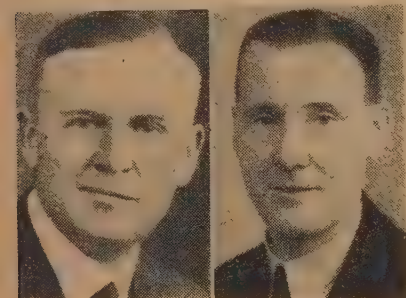
Generally, the health of the people is sounder than it was in pre-war days.

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And so also in the Peace to come, 'Milk of Magnesia' will be playing its part in keeping us well. We all want prosperity and to secure it we have got to be fit. Remember, health counts most.

'MILK OF MAGNESIA'

'Milk of Magnesia' is the trade mark of Phillips' preparation of magnesia



J. Young

W. E. Veasey

W. E. Veasey, F.S.A.A., borough treasurer of West Bromwich, was chairman of the West Bromwich branch from 1934 to 1942, and has been chairman of the West Midlands district committee since 1942. He has been staff representative and hon. auditor of the West Midlands provincial council since its formation, and is a member of the standing committee and appeals sub-committee. He was a member of the panel of coaches of the NALGO Correspondence Institute for the examinations of the Institute of Municipal Treasurers and Accountants until the courses were discontinued.

Before going to West Bromwich, Mr. Veasey served as borough treasurer at Widnes and at Ilkeston, and as accountant to Spenborough U.D.C.

Stanley Whitehead, borough treasurer, Hammersmith, has been a member of NALGO since its formation, serving from 1913 to 1915 as secretary of the Hastings branch, and from 1933 to 1935 as president of the Hammersmith branch. For the past seven years he has been treasurer of the Metropolitan district committee, and for eleven years, was secretary of the Metropolitan branch of the I.M.T.A., holding the office of chairman in 1940. Mr. Whitehead was on the original panel of tutors of the NALGO Correspondence Institute, in the formation of which he took a prominent part.

SPARE TIME is well spent in reading for a DEGREE

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ADDRESS

L. G. S.

ONE OF THE BACK ROW BOYS

I CANNOT say that it came as a great surprise to be elected a member of the National Executive Council. Much Cowslip may be the smallest branch in the Association, but it has ever exhibited an adroitness of manoeuvre which made it inevitable that sooner or later one of its members would be elected. Nor am I vain enough to attribute my elevation to any personal qualities or achievements; I realise that a brilliant stroke by our Clerk in volunteering to act as teller at the counting of the district votes has more than a coincidental connection. The branch executive committee showed a nice appreciation of this when they presented him with a secondhand pair of fish-eaters as a recognition of my success.

Be that as it may, the first penalty of exchanging my seat in the body of the hall for an equally hard one on the platform was that I neither saw nor heard most of the speakers. Modestly seated on the back row, as befitted a very-new member, my view was restricted to a sea of faces in the balcony and the rear aspect of the more important of my executive colleagues. Faces are peculiar things. Considered as units, they have much to commend them as fairly orderly arrangements of essential organs; viewed in bulk, however, they have a depressing effect—so, if those on the floor were no better than those in the balcony, the fact that the edge of the platform hid them from me had its compensations. Nevertheless, faces are faces and backs are backs; and if I must look at either I think I prefer the faces. Backs are so uninformative, and nothing is less responsive than the back of a bald head.

Which reminds me to explain my difficulty in hearing. Accustomed to the rapt silence in which the floor always listens to a platform spokesman, I was at first annoyed by what I thought was a hum of conversation round me, punctuated at irregular intervals by mysterious cracks and creaks. Whether it was the distant roar of traffic and other "noises off," or whether (as one might have thought when delegates were criticising the average age of the N.E.C.) it was only the rustling beards and rheumy joints of octogenarians round me who had somehow escaped the superannuation axe, I cannot even guess. Perhaps the real trouble was that, although the usual inefficient loudspeakers had been provided, not one faced towards the platform.

Conference opened in an almost ecclesiastical atmosphere. The long climb upstairs, the high vaulted roof, the sight of an N.E.C. arranged like elderly choirboys and bathed in soft light filtering through stained glass

windows, the cathedral gloom of the balcony until more light was provided, and the brass wall-plates recording the names of departed pillars of Nonconformity, all combined to make us feel far removed from earthly things and induce a Sabbatarian solemnity.

In this mood Conference accepted Snowball Whitehead's debut as honorary treasurer with gentlemanly applause and a total lack of interest in his accounts—except for Leeds, whose delegates I personally believe to be the only ones who read them. In the annual skirmish on holiday camp finances, Crow of Leeds contended in a most competent speech that the N.E.C. had ignored last year's Conference instruction to liquidate these assets and re-invest the proceeds. Obviously he was right, but Conference seemed secretly relieved that the N.E.C. hadn't taken it seriously.

Rather disinterestedly, we jogged along until a sudden stir preceded the announcement of the affiliation ballot result. On a 57 per cent vote, roughly six members to four wanted to join the T.U.C. Some applauded the announcement jubilantly, others glumly asked their neighbours who'd have thought it. Personally, I wondered whether the N.E.C., whose advice over many years has been against affiliation, would resign like a Cabinet does when defeated on a major issue. It didn't.

After Southall had moved that we accept the ballot, the real trial of strength arose on a North Western and North Wales amendment designed to delay a decision for at least twelve months. After a Somerset delegate had alleged that the N.E.C. were as expert as the Germans at snatching defeat from the jaws of victory ("I'm very sorry to say this, I've some good friends up there—only missed joining them by fifteen votes"), we were treated to a series of reiterations that adherence to democratic principles compelled acceptance of the ballot. One wondered whether some of the speakers would accept a ballot of taxpayers on the making-up of war-service pay as being more democratic and therefore necessarily wiser and more just than the award of a Tribunal set up by Parliament, the nation's delegate conference; or a vote of ratepayers on proposed increases of salary rather than a vote of the elected Council.

In Much Cowslip, we not only talk about democracy, we understand it. We know that ballot decisions are not always sound or even democratic unless at least a majority of those voting have first been fully informed about the advantages and disadvantages of the rival policies. None were more vocal in their adherence to democratic principles than the avowed supporters of affiliation—rather neat when one remembers how for years they struggled dauntlessly against one democratic Conference decision after another, culminating last year in their successful advocacy of a ballot immediately after Conference had democratically rejected affiliation. Like the seceder of the North Western and North Wales amendment, I wondered how long they would have abided by a ballot decision against affiliation.

The debate produced some effective phrases, ranging from one likening the Association to a Channel swimmer who, having nearly completed the crossing, decides he can't make it and swims back, to a quotation from "Pilgrim's Progress," introducing *Mistrust* and *Timorous*. Then Evans of South Wales, whose magnificent speech in support of affiliation last year was still fresh in our memories, charged the advocates of delay with "making a hypocrisy of democracy." Though one delegate confused "febrile" with "feeble," the debate, due to calm and obviously impartial chairmanship, never reached too high a temperature.

It was concluded and decided by the best speech of Conference from Riley (N.E.C.), whose appeal for reconsideration and "twelve months' breathing-space from this controversial problem," carried the day. Though how he can hope for breathing-space when advocates on both sides are doubtless already sharpening their pencils and sucking throat lozenges ready for the fray, I cannot quite appreciate. One serious suggestion I would make, that two boards labelled "IN" and "OUT" be available to be hung outside next year's Conference Hall and changed as the debates develop, thus preventing the misunderstanding which this year caused several newspapers to announce on the ballot figures that we were in the T.U.C.

Some of the life went out of Conference after this debate. One felt that the crisis had been passed and that only a restless convalescence lay ahead. After delegates had proved my oft-repeated allegation that not even they believe their unanimous resolutions on equal pay for women by refusing to introduce the principle for their own staff, we ambled leisurely along—amused by a suggestion that our ex-general secretary might send us some bananas, militantly applauding dark threats by Allen about the fate in store for stupid councils who try to reject arbitration awards, and mildly interested in his account of the progress in forming a new National Whitley Council—intended to be a bombshell but something of a damp squib because everybody knew all about it beforehand.

Dunbartonshire challenged the N.E.C. with being rather too interested in nurses, but a combination of the poor acoustics and broad Scots was too much for me. Besides, I was busy ticking off all the motions and amendments on reconstruction which Conference had just declined to discuss.

Saturday's sessions ended there, and the Clerk and I conducted a personal investigation

(Continued on page 422)



Before the affiliation debate—



— and after it had ended.

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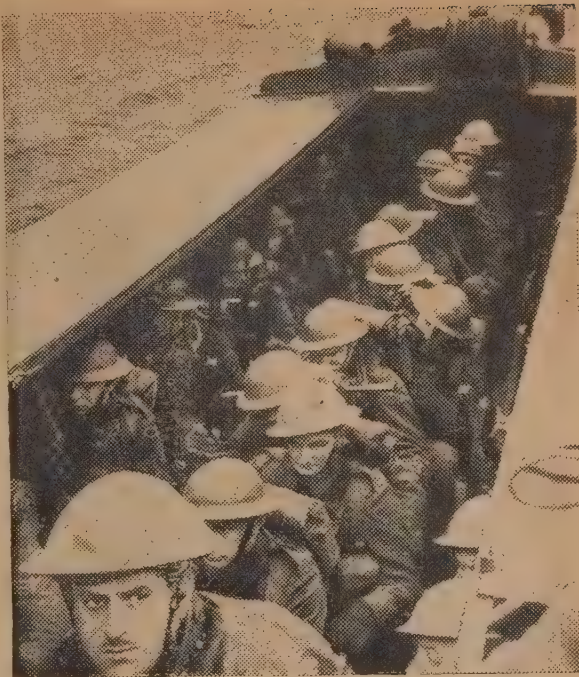
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F.R.I

Definitely referring several items to the N.E.C., who will no doubt refer them back to us next year, we settled back to hear Mr. Dingle Foot—Dingle Foot—Dingle Foot—Dingle Foot—I think it's a lovely name, don't you?). As one of his staunchest admirers (as an orator—this page is strictly non-political) I may be forgiven for saying that his responsibilities at the Ministry of Economic Warfare have impaired the erstwhile fluency of my old friend Dingle. Whereas before he has been brilliant, this time he was only good, and I felt that he was so busy remembering all the things that, as a member of the Government, he must not say, that he forgot one or two of the brilliant things he meant to say.

Conference was less than fair to its Council on this subject, refusing a hearing to the N.E.C. spokesman. When Allen, who betrayed his annoyance too openly, tried to force a card vote, someone with more lungpower than judg-

J. Whitehead, civil defence district controller, county Durham & clerk to Billingham U.D.C.



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AS will be seen from the list of the new N.E.C. on page 415, Scotland's representation remains unchanged. It is understood that the filling of the fourth seat to which Scotland is now entitled by reason of its increased membership will be referred to the district committee, with the probability that a "casual vacancy" election will take place later in the year.

Membership Recruiting Drive

Glasgow's executive committee has entered into the recruiting campaign with its usual vigour and determination. A well-attended meeting of all departmental collectors was addressed by the acting divisional secretary, and it is hoped that before the end of the year our membership in the Second City will be the greatest of any branch in the kingdom—a proud position now held by Manchester. An admirable little leaflet entitled "Twenty Good Reasons why you should be a Member of N.A.L.G.O." has been prepared by the branch secretary, S. H. Brodie, in conjunction with the acting divisional secretary, and 2,000 copies will be distributed amongst potential members. Other Scottish branches might well follow Glasgow's lead; copies of the Glasgow leaflet may be obtained from the divisional office.

Supplies of the new Scottish edition of "All About N.A.L.G.O." are still available.

Renfrewshire branch held a special meeting, to which T. SPENCE, convener of the district propaganda committee, and the acting divisional secretary were invited, to stimulate interest in Paisley; Lanarkshire branch has also had a special meeting of all local correspondents in the county area.

Evidence of membership weakness has been disclosed in Ayrshire, where the county branch has set up its own propaganda committee to tackle the problem. Of the 8 small burghs

in the county, only one, Largs, has its own branch; there is not a single member at either Prestwick or Troon; and only three all told in Girvan, Irvine and Kilwinning.

Women's Committee

Scotland has taken the lead in suggesting that a meeting of women representatives from each district in Britain should be convened this side of the border, to consider the recruitment and organisation of women members. The Scottish district committee has agreed to bear the expenses of the meeting, and each district has been invited to send two women delegates. The meeting will afford an excellent opportunity of introducing the new national women's organiser, Miss Angela Gaywood, to

SALARIES AND SERVICE CONDITIONS

NORTH-WESTERN AND NORTH WALES

Hospitals and Institution Staffs.—At the suggestion of the conditions of service committee of the Lancashire and Cheshire provincial council, the intermediate grade committee has agreed to abolish group 2 in the schedule of hospital and institutional officers and group 2 in the schedule of the intermediate grade. Officer classes include those performing professional, technical, administrative and clerical duties—i.e. storekeepers, farm bailiffs, labour masters and assistant labour masters, labour mistresses and assistant labour mistresses, home mothers and foster mothers, kitchen superintendents, head laundresses, porters and portresses, and certain types of attendants. The effect will be to increase the remuneration of employees in Group 2 authorities by amounts varying from £5 to £20 p.a. The authorities affected are the Lancashire and Cheshire county councils (hospitals and institutions with fewer than 750 beds), Barrow-in-Furness, Blackpool, Burnley, Bury, Chester, Preston, Rochdale, St. Helens, Southport, Warrington, and Wigan.

The intermediate grade committee also decided to increase the rate for kitchen superintendents to £130 p.a., plus £70 emoluments.

Liverpool C.B., on the application of N.A.L.G.O., has revised the grading of disinfecting and disinfestation inspectors of the public health department from £3 14s. to £5 p.w. (with uniform) to £4 + 10s. (after 3 years) + 10s. (after 6 years) + 10s. (after 8 years)—£6 (after ten years), plus war bonus, uniform, and boot allowance.

Scotland. There is almost unlimited scope for her here, and she may be assured of a most Scottish welcome.

Obituary

Mr. F. J. WILLETT

We regret to record the death, at Ipswich on June 12, of Mr. F. J. Willett, for nineteen years a member of the National Executive Council. Elected to the Council in 1918, Mr. Willett served on every committee and was for several years chairman of the finance and general purposes committee, and for two years chairman of the Council. A member of the Salford branch, he was its chairman in 1911 when he retired owing to ill-health. He was for twenty years secretary of the North Western district committee, and represented N.A.L.G.O. on the first National Whitley Council and on the Poor Law Examinations Board.

Wigan C.B., on the application of N.A.L.G.O., has regraded the salary of a meter inspector in the gas department as miscellaneous A of the Lancashire and Cheshire provincial council scales, maximum £235 p.a., as from April 1.

Lancashire C.B. held a nurses' propaganda meeting at the county offices, Preston, on May 29. Mr. C. A. W. Roberts and Mrs. Roberts of Liverpool addressed the meeting, which was attended by about 125 nurses, and it is hoped that many new members will be enrolled.

NORTH-EASTERN

A women's sub-committee of the district committee has been formed. The chairman is Mrs. D. Young of the Newcastle-upon-Tyne branch and the honorary secretary is Miss H. G. McDonald, of the Durham county branch.

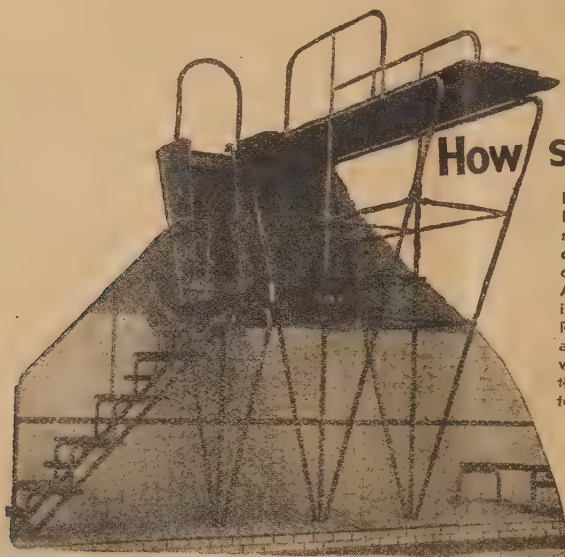
Tynemouth C.B. has adopted the North-Eastern provincial council salary scales.

The North-Eastern provincial council appeals committee has regraded the staff of the Whickham U.D.C. at the request of the council.

Middlesbrough C.B. and Darlington C.B. have adopted the provincial council salary scales with modifications in the intermediate grades.

Cost of Living 1 Point Down

The Ministry of Labour cost-of-living index fell one point last month to 198, representing an increase of 27 per cent since the outbreak of war.



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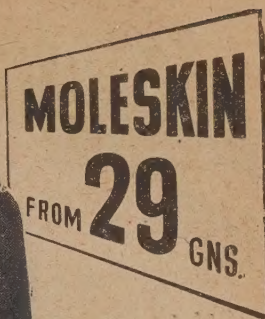


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